

MANTECO®

FABRICS MADE IN ITALY SINCE 1943



**SUSTAINABILITY
REPORT 2025**

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Dear Stakeholders,

In keeping with our tradition, we identify each financial year with a keyword that encapsulates its essence. For this reporting year, the chosen term is Transition.

2025 represented a crucial phase of evolution and strategic planning for Manteco, laying the foundations for major projects that are coming to fruition in 2026. Despite the focus on these preparatory activities, the company has continued its trajectory of dimensional growth.

In a macroeconomic scenario characterized by high volatility and market contraction, Manteco has demonstrated extraordinary resilience, managing not only to consolidate but to improve upon the economic performance of the previous year. This result is the fruit of the collective commitment of our human capital the true engine of the company where every collaborator actively contributes to our shared success.

On the commercial front, 2025 marked a fundamental milestone with the inauguration of our new showroom in Milan's Fashion District (*Quadrilatero della Moda*). This strategic investment has allowed us to enhance our customer proximity, ensuring an increasingly flexible response closely aligned with our partners' needs.

The concept of transition has materialized into operational projects launched in 2025, the results of which are tangible today: the commencement of the Casa Manteco construction site, the development of the MCashmere® line, and the implementation of the decarbonization plan for the Casentino Lane division.

In continuity with our corporate heritage, the circular economy confirms its status as the primary driver of our Research & Development (R&D) policies. During the reporting year, we implemented high value-added activities oriented towards process and product innovation, with a vision strongly projected into the future.

Corporate governance remains robust under the guidance of Marco and Matteo, who combine strategic vision with a hands-on operational presence, constantly supporting the organizational structure in facing daily challenges.

Although long-term planning must contend with the unpredictability of current global scenarios, we look to the future with confidence, strengthened by our identity, the strategic direction we have taken, and the cohesion of the Manteco community.



Franco Mantellassi







MANTECO[®]

FABRICS SINCE 1943

MADE IN ITALY



Brand Manifesto

Guided by Italian craftsmanship and generations of expertise, Manteco turns heritage into a platform for innovation, where creativity and technical mastery work in balance.

From fiber to fabric, every material is developed with intention – shaped and designed through a continuous pursuit of quality, longevity and circularity, guided by a deep sense of care at every stage, so what is created today continues to hold meaning for tomorrow.

In a world of constant acceleration, we believe true luxury lies in what lasts – in materials that are not only made well, but made to endure.

As both partner and pioneer, Manteco contributes to shaping a more responsible and forward-thinking textile industry – setting a standard that others aspire to follow.

Brand Identity & Values

Manteco stands as a leading Italian reference for high quality textiles and circular economy innovation. Since 1943, the company has upheld a legacy that began in 1941, when Enzo Anacleto Mantellassi founded a small spinning mill dedicated to the production of recycled wool yarns by regenerating military garments and blankets. Over the decades, Manteco has preserved this distinct circular DNA, evolving into a benchmark for the global fashion industry through creativity, continuous investment, innovative textile solutions, and a rigorous scientific approach to sustainability.

Today, Manteco remains a family-run business with 100% of its production located in Tuscany. The company operates through MSystem, a specialized, zero-mile, fully traced, and certified supply chain. This network of textile partners adheres to the strict *Charter of Supply Chain Commitments* drawn up by Manteco, ensuring the highest production and ethical standards.

The principles of the UN 2030 Agenda for Sustainable Development are integral to our business model, positioned at the core of our operational, management, and relational practices. To formalize and disseminate these principles, Manteco issued a Charter of Values for Sustainability in 2015, founded on six strategic pillars:

1. POLICIES AND GOALS

2. TRACEABILITY AND SUSTAINABLE SUPPLY CHAIN

3. DESIGN AND CHOICE OF SUSTAINABLE MATERIALS

4. CHEMICAL RISK CONTAINMENT AND MONITORING

5. CLIMATE COMMITMENT

6. PEOPLE FIRST

Manteco Ecosystem

Manteco is deeply committed to circular fashion and mitigating value leakages along the supply chain. To achieve this, we have implemented a comprehensive ecosystem of projects:

- ▶ **Zero-Waste System:** To recover all wool industrial waste generated during production processes.
- ▶ **Sustainable Design Philosophy:** To engineer durable and recyclable wool textiles from the outset.
- ▶ **Project43:** A circular initiative to recycle wool fabric offcuts from the garment-making phase, as well as unsold or second-choice wool garments.

Our commitment is embodied in our proprietary sustainable wool brands, backed by Life Cycle Assessment (LCA) data:

- ▶ **MWool®:** The next generation of recycled wool, obtained through the mechanical recycling of pre- and post-consumer garments and scraps, processed without added dyes or chemicals via the Recype® technique.
 - *Environmental Performance (vs. generic virgin wool fibers):*
-99.2% on climate change, -99.9% on water use, and -93.3% on total energy consumption.
- ▶ **ReviWool®:** Reduced-impact virgin wool crafted from valuable co-product fibers recovered from the worsting process. Instead of becoming waste, these fibers are mastered into premium textiles, enhancing the efficiency of wool production cycles.
 - *Environmental Performance (vs. generic virgin wool tops):*
-65.6% on climate change, -65.5% on water use, and -65.6% on total energy consumption.

Manteco was the first textile company to apply a Life Cycle Assessment (LCA) to recycled and recovered wool fibers, a study subsequently published as a scientific article in *MDPI Resources and the Journal of Cleaner Production*. Our leadership in circular economy has led to our membership in the Ellen MacArthur Foundation network and a partnership with the Monitor for Circular Fashion by SDA Bocconi.

Through the Manteco Academy, we are actively engaged in education, partnering with the world's top fashion schools. We provide lectures on circular fashion, organize contests with a responsible design objectives, and donate deadstock fabrics for student projects. Recently, the Manteco Academy was accepted among the UNECE's Sustainability Pledge submissions.

Casentino Lane

Founded in 1979 by Francesco Occhiolini and partners, the company is deeply rooted in the Casentino valley. This region is not only a historical textile hub dating back to the Middle Ages but is also recognized as a UNESCO World Heritage site and a unique hotspot for biodiversity.

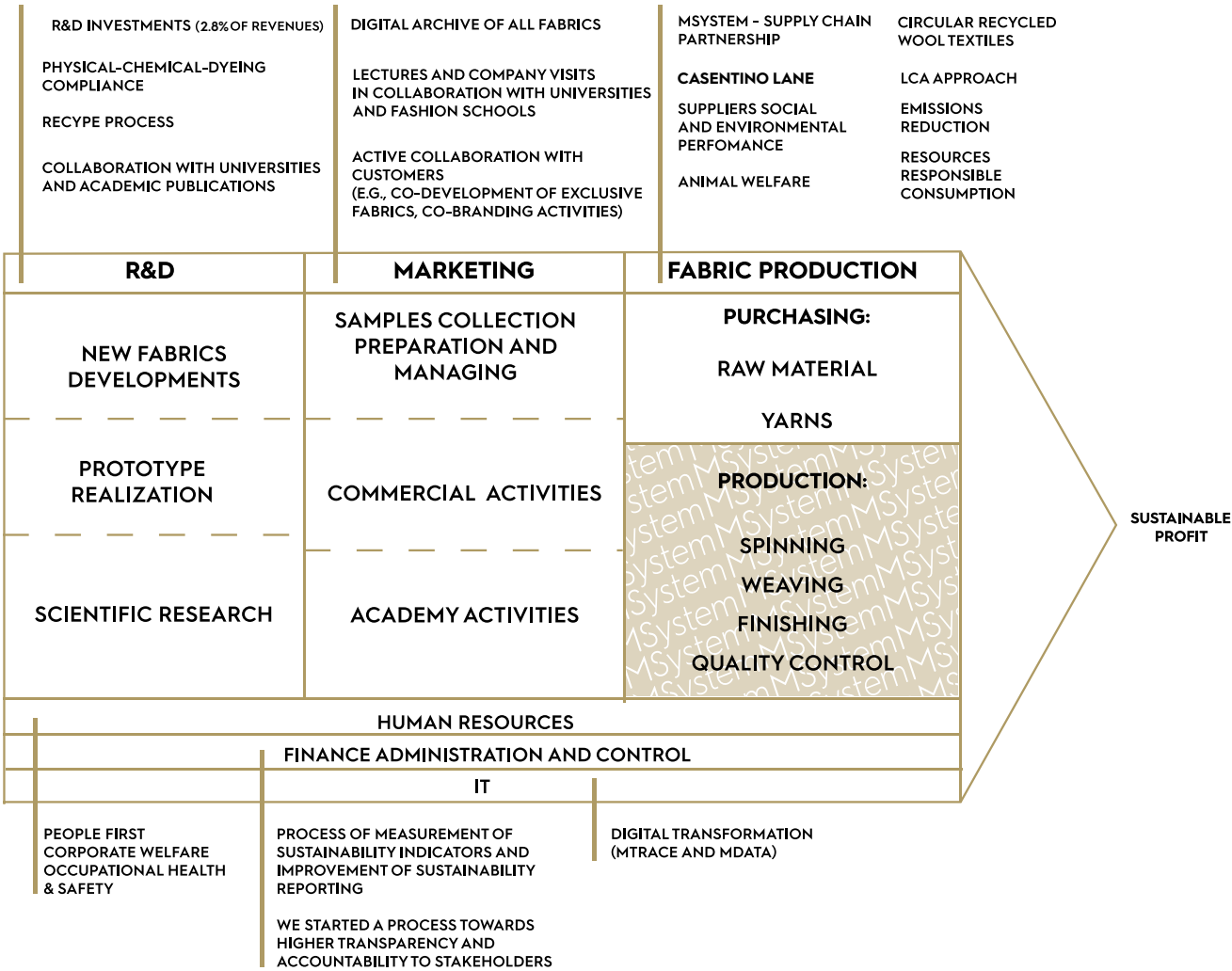
Operational Beginnings Activity officially commenced in 1980 in Partina with an initial workforce of twelve employees, operating one carding plant and two spinning lines.

Industrial Expansion a pivotal moment in the company’s growth occurred in 1996 with the relocation to a new 5,000 sqm facility in Bibbiena. This strategic move facilitated a significant expansion of production capabilities, supported by the installation of additional carding and spinning systems. Over the years, production capacity has been progressively scaled to reach one million kilograms per year.

Excellence in Spinning Casentino Lane has historically specialized in the processing of luxury fibers, establishing a reputation for manufacturing premium-quality wool and cashmere carded yarns.

Strategic Acquisition Marking the beginning of a new chapter, Casentino Lane was acquired by Manteco in December 2023.

Manteco Business Model









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Scope of Reporting

Manteco SpA

Manteco operates as a Joint Stock Company (S.p.A.) headquartered in Italy. The organization is wholly owned by Ing. Franco Mantellassi Holding S.r.l. (IFMH S.r.l.), ensuring continuity and stable family-run governance.

To ensure direct oversight of the value chain and product quality, Manteco carries out its activities across four specialized locations in Montemurlo (PO) and a strategic showroom in Milan:

-  **Headquarters (Building A - Via della Viaccia 19):** Management offices, creative departments, fabric control laboratories, and finished product shipping.
-  **Raw Materials Hub (Building B - Via dei Mille 10):** Raw materials warehouse and home to the Manteco Archive.
-  **Yarn Logistics (Building C - Via dei Mille 16/18/20):** Dedicated yarn warehouse to improve logistical flexibility.
-  **Quality Inspection (Building D - Via della Viaccia 3):** Specialized facility for technical fabric inspection.
-  **Showroom (Milan - Via Borgonuovo, 5):** Commercial and representative hub in the heart of the Italian fashion district.

The main processes carried out by the organization are:

- Design and development of textiles
- Commercial activity
- Management of external production activities, with particular reference to the management of raw textiles manufacturing and finishing
- Quality control of textile production
- Product packaging and logistics
- Accounting administration and finance
- Human resources management

Casentino Lane srl

Following its strategic acquisition in December 2023, Casentino Lane now operates as a Limited Liability Company (LLC) and is a wholly-owned subsidiary of Manteco S.p.A.

Headquartered in Bibbiena at Via dell'Artigiano 32, the company continues its specialized industrial operations focused on Spinning and Winding, integrating its long-standing expertise into the group's value chain.



Methodological Note

This document represents the 10th edition of Manteco's Sustainability Report. The reporting scope confirms the consolidated perimeter adopted in the previous cycle, encompassing both the parent company, Manteco S.p.A., and its wholly-owned subsidiary, Casentino Lane S.r.l. Unlike previous transition phases, data presented in this report is fully comparable with the previous reporting period. This continuity allows stakeholders to consistently evaluate year-on-year performance trends and the effectiveness of our sustainability strategies across the entire Group. This report has been prepared with reference to the European Sustainability Reporting Standards (ESRS). Manteco is steadfastly executing a phased alignment strategy to integrate these standards into its corporate reporting framework, anticipating mandatory compliance requirements (CSRD).

The content is determined by the results of our Double Materiality Assessment, a strategic process that identifies topics representing:

- ▶ **Impact Materiality (Inside-Out):** The actual or potential impacts of our operations on society and the environment.
- ▶ **Financial Materiality (Outside-In):** The risks and opportunities arising from sustainability factors that influence Manteco's financial performance and resilience.

Materiality Assessment Process To ensure robustness and inclusivity, the analysis followed a structured due diligence process involving:

1. **Stakeholder Mapping:** Identification and validation of key internal and external stakeholders.
2. **Context Analysis:** Benchmarking against leading ESG frameworks (SASB), industry peers, and ESG rating criteria.
3. **Engagement & Validation:** Evaluation of material topics by the Board of Directors to ensure alignment with the company's strategic vision.

Sustainability Plan Based on the double materiality outcomes, Manteco has updated its Sustainability Plan. This roadmap translates strategic priorities into measurable objectives and time-bound targets (KPIs), designed to mitigate risks, enhance environmental performance, and generate long-term value for all stakeholders.

Data Calculation and Boundaries

- ▶ **MWool® and ReviWool® Impacts:** Environmental impacts are calculated based on fiber processing data collected during the accounting year.
- ▶ **Subsidiary Integration:** Casentino Lane operates as a strategic asset for Manteco. Its operational data and environmental KPIs are fully integrated and allocated to Manteco's aggregate production volumes, ensuring accurate and consistent impact accounting across the reporting periods.



1941

Enzo Anacleto Mantellassi acquires a spinning mill destroyed by the war and starts producing recycled wool yarns by mechanically regenerating military wool blankets, garments and accessories



1967

Enzo Anacleto Mantellassi dies unexpectedly and Franco Mantellassi takes over his father's company

1983

Sales opening offices in Los Angeles, Hong Kong and Shanghai. Company became Mantellassi Compagnia Tessile - Manteco



1941

TIMELINE

1943

Foundation of Lanificio San Marco, which starts the production of recycled carded fabrics



1971

Franco Mantellassi renames the company Lanificio Franco Mantellassi and begins to innovate and experimenting new spring-summer collection





2000

Marco and Matteo Mantellassi after their respective degrees join the company



2018

2018 Inauguration of the Manteco Archive

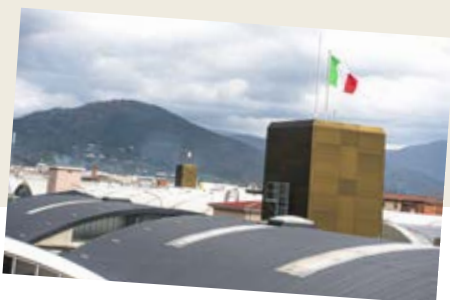


HISTORY OF MANTECO®

2025

2010

Manteco moves its headquarters to the current plan

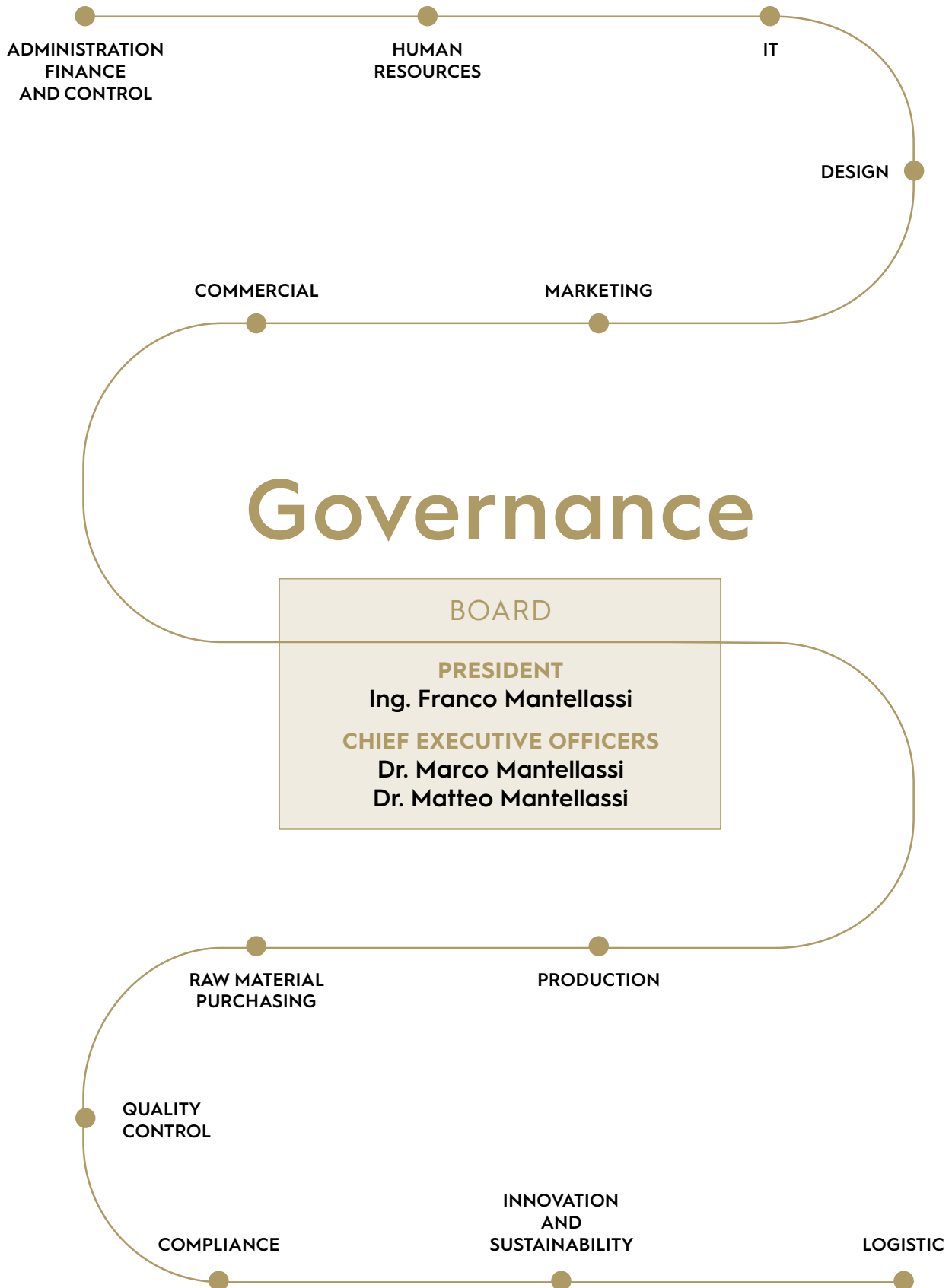


2023

Casentino Lane acquisition







Corporate Governance & Ethics

Manteco adopts a traditional administration and control model aimed at ensuring the efficient management of the company and the creation of long-term value. The strategic direction and operational management are entrusted to a Board of Directors (BoD), vested with the broadest decision-making powers for both ordinary and extraordinary administration necessary to achieve the corporate purpose.

The current Board, appointed by the Shareholders' Meeting, is composed as follows:

- **Franco Mantellassi:** Chairman of the Board
- **Marco Mantellassi:** Chief Commercial Officer (Director with delegated powers)
- **Matteo Mantellassi:** Chief Administrative & Financial Officer (Director with delegated powers)

The mandate is effective until the approval of the Financial Statements for the last fiscal year of their term. The Board's performance evaluation is intrinsically linked to the company's operational results and active management involvement.

Regarding the allocation of earnings, Manteco strictly adheres to its Bylaws and the Italian Civil Code: net profits are distributed to shareholders in proportion to their equity stakes, net of the mandatory allocation to the Legal Reserve, ensuring the strengthening of the company's capital base.

To guarantee transparency and strict adherence to the law, the corporate governance structure includes a Board of Statutory Auditors. Composed of three standing auditors and two alternate auditors, this body is responsible for supervising:

- Compliance with the law and the Deed of Incorporation.
- Adherence to principles of proper administration.
- The adequacy and functioning of the organizational, administrative, and accounting structures.

BOARD OF DIRECTORS			
	ROLE	GENDER	AGE
Franco Mantellassi	Chairman	M	>50
Marco Mantellassi	Co-CEO	M	>50
Matteo Mantellassi	Co-CEO	M	30-50

BOARD OF STATUTORY AUDITORS			
	ROLE	GENDER	AGE
Filippo Ravone	Chairman	M	>50
Lorenzo Bevilacqua	Standing Auditor	M	30-50
Iacopo Conti	Standing Auditor	M	>50
Simone De Simone	Alternate Auditor	M	>50
Alessandra Cambi	Alternate Auditor	F	>50

Manteco considers integrity a fundamental pillar of its corporate identity. To foster a culture of transparency and legal compliance, the company has adopted a framework of ethical principles.

This framework was further strengthened by the formalization of the Whistleblowing Procedure, in full alignment with current regulations (implementation of EU Directive 2019/1937 and D.Lgs. 24/2023). This procedure provides a secure, confidential channel for internal staff and stakeholders to report:

- Violations of national or EU laws (administrative, accounting, civil, or criminal offenses).
- Risks to public health, safety, or the environment.
- Potential acts of corruption, fraud, or anti-competitive behavior.

The system is designed to guarantee the anonymity of the whistleblower and protection against any form of retaliation. Reports are managed with the utmost discretion and professionalism, in strict compliance with GDPR privacy standards. The procedure is publicly accessible via the Manteco corporate website.

As of the date of this report, Manteco confirms the absence of any notification or communication regarding irregularities, disputes, or insolvency proceedings from the Board of Statutory Auditors, qualified public creditors, banking institutions, or financial intermediaries. This certifies the company's solid standing and full compliance with its financial and administrative obligations.

Sustainability Governance

Given its nature as a family-owned business, Manteco has adopted a streamlined governance structure. However, this approach maintains a rigorous focus on defining strategic aspects, monitoring decision-making processes, and examining operational guidelines.

The President and the Board of Directors communicate sustainability goals and guidelines to the entire organization. The Directors engage in constant dialogue with the internal functions responsible for sustainability initiatives and actively participate in workshops focused on sustainable development. Furthermore, continuous collaboration between the Board of Directors and the Innovation and Sustainability Department ensures that commercial strategies remain aligned with sustainability priorities over time. These regular meetings allow the company to explore opportunities related to sustainability reporting, analyze industry trends, and assess regulatory developments that may influence strategic and operational choices.

To foster a culture of continuous improvement, Manteco incentivizes research and innovation among its workforce. Specifically, the company provides bonuses upon hiring or during contract reviews for employees in technical areas, raising awareness about the importance of study and research in sustainability.

Manteco has defined a formal Internal Reporting Procedure for the drafting of the Sustainability Report. This procedure establishes the organizational structures involved and standardizes the methods for collecting, processing, and controlling non-financial data, thereby ensuring accuracy and avoiding conflicts of interest.

The Innovation and Sustainability Department is responsible for coordinating the entire reporting process, beginning with the materiality analysis. The Head of Innovation and Sustainability collaborates with various Data Owners to gather necessary information and subsequently manages the drafting of the document.

In addition to its standard duties, the Board of Directors validates the results of the materiality analysis and grants final approval of the Sustainability Report. As a result of this procedure, specific authority regarding sustainability issues is delegated to one of the Directors. This Director is tasked with verifying and approving the data and texts within the draft Sustainability Report, in coordination with C-level managers.

CASENTINO LANE

Casentino Lane operates under the direct guidelines of the Manteco President and Board of Directors. The President of Casentino Lane maintains constant dialogue with the Manteco Board to ensure these corporate guidelines are executed correctly.

To guarantee alignment with the group's standards, the Manteco Innovation and Sustainability Department oversees Casentino Lane's industrial strategies and operations, confirming their compliance with the Manteco Sustainability Policy to the Board. Regarding data management, the Casentino Lane Administrative Department collects all necessary data and shares it with the Manteco Innovation and Sustainability Department, which utilizes it for the Reporting Procedure outlined in the Manteco Sustainability Governance.

PRESERVING OUR
TERRITORY'S
TEXTILE HERITAGE,
ENHANCING
TRANSPARENCY
AND TRACEABILITY



BOARD OF DIRECTORS			
	ROLE	GENDER	AGE
Francesco Occhiolini	Chairman	M	>50
Fabio Occhiolini	Vice-president	M	>50
Leonardo Fani	Statutory Auditor	M	>50





Integrated Governance & Operational Excellence

Manteco's approach to sustainability goes beyond policy making; it is embedded in a rigorous digital and industrial framework. Our governance model translates the Board's strategic guidelines into daily operational excellence through a highly computerized control system, strict product traceability protocols, and a hybrid manufacturing model. This ensures that every meter of fabric is the result of a monitored, standardized, and risk-proofed process, regardless of where the physical transformation takes place.

While Manteco prioritizes product-level certifications over standard process certifications, operational consistency is guaranteed by a high level of digitalization. The advanced IT infrastructure acts as the nervous system of the company, allowing us to maintain full control over a dispersed production network.

Digital Process Control & Traceability

- **Data-Driven Oversight:** The proprietary digital platforms track the flow of raw materials and semi-finished products in real-time. This ensures that the strict chain-of-custody requirements mandated by our product certifications are met at every stage of the supply chain.
- **Standardized Protocols:** Unified technical procedures are applied across the entire network. Through our digital backbone, we transmit precise instructions to our partners, ensuring that the quality and sustainability standards are identical to those of an internal production line.

Industrial Assets & The "Manteco System"

Manteco operates through a unique hybrid industrial model. We combine the solidity of internal strategic assets with the flexibility of a highly integrated network of manufacturing partners.

- **The "Casentino Lane" Hub:** As a consolidated subsidiary, Casentino Lane represents our strategic internal asset. It allows Manteco to directly manage critical preparation phases with full oversight on raw material traceability and chemical management, acting as the quality gatekeeper for the group.
- **The Manteco System:** For spinning, weaving, and finishing, we rely on the "Manteco System" a network of long-standing manufacturing partners located in the local district. Unlike traditional outsourcing, this is a form of industrial orchestration: Manteco owns the raw materials and the technical know-how, while partners provide the specialized craftsmanship under our strict supervision.

Risk Management & Business Continuity

In an increasingly volatile global market, Manteco prioritizes resilience through supply chain diversification and rigorous monitoring of its internal and external assets.

- **Operational Resilience:** By orchestrating a broad network of specialized partners, we mitigate risks related to capacity bottlenecks or single-point failures. Our centralized control over raw material stocks ensures business continuity even in case of supply chain disruptions.
- **Shared Values & Partnership:** While our manufacturing partners operate independently, Manteco carefully selects them based on technical reliability and alignment with our corporate values. We actively promote a culture of social responsibility within the district, encouraging all partners to maintain high standards regarding working conditions and ethical practices.

MANTECO® AWARDS 2025

INDUSTRIA FELIX

Industria Felix

LEADER DELLA SOSTENIBILITÀ

Il Sole 24 ore & Statista

LEADER DELL'INNOVAZIONE

Corriere della Sera & Statista

BEST TOSCANA

Italypost & Corriere Economia

In 2025, Marco and Matteo Mantellassi were officially inducted into the [Vogue Business 100 Innovators index](#), specifically recognized within the "Sustainability Thought Leaders" category. The recognition is particularly relevant to Manteco's positioning within the fashion and luxury ecosystem, where Vogue Business is a leading reference for innovation, sustainability and the evolution of the industry. Within the corporate reporting framework, this indexing functions as a rigorous, third-party validation of Manteco's industrial strategy.

The nomination explicitly acknowledges their leadership in converting complex, theoretical circularity concepts into scalable and measurable industrial solutions. By successfully engineering proprietary infrastructures such as the MWool® technology and the MSystem supply chain, the co-CEOs have operationalized the circular economy into a structural business model. For B2B stakeholders and investors, this recognition provides external validation of Manteco's capacity to drive systemic innovation and proactively anticipate future regulatory requirements.



Illustration: Joey Han

SUSTAINABILITY

The *Vogue Business* 2025 100 Innovators: Sustainability Thought Leaders

BY VOGUE BUSINESS TEAM
September 8, 2025

Marco and Matteo Mantellassi

Co-CEOs | Manteco



A pioneer of circular fashion, Italian manufacturer Manteco has been making recycled wool since World War II, when its founder Enzo Anacleto Mantellassi noticed that raw materials were in short supply, but high-quality, discarded military garments were plentiful. Today, mechanically recycled wool represents about 45 per cent of Manteco's business, which the company says delivers a 65 per cent reduction in carbon emissions, water usage and energy consumption compared to virgin wool. While

many promise recycled content, Manteco is actually delivering it, boasting brand partnerships from luxury (including LVMH and Kering) to mainstream staples (Samsoe Samsoe, Reformation and Cos), through to emerging talent (including Patrick McDowell and Federico Cina). Now, brothers and co-CEOs Marco and Matteo Mantellassi are doubling down on the company's commitment to sustainability, having taken the reins from their father, company president Franco Mantellassi, in 2000. The brothers are paying it forward with the Manteco Sustainability Award, supporting emerging circular design talent in collaboration with various leading fashion schools.

Manteco Stakeholders

Building a Shared Value Ecosystem

Manteco believes that true sustainability cannot be achieved in isolation. Our business model relies on a dynamic ecosystem of relationships where value is not just extracted, but shared and multiplied. We engage in proactive and continuous dialogue with our stakeholders to align our industrial strategies with their expectations, ensuring our growth creates value for the entire network.



Our Key Stakeholders

1. EMPLOYEES & COLLABORATORS:

We prioritize their well-being through safety protocols and training programs. Their engagement is crucial for maintaining high-quality standards and preserving our unique textile expertise.

2. RAW MATERIAL SUPPLIERS:

We select our fiber providers globally based on strict sustainability and animal welfare criteria. Our relationship with them ensures full traceability of raw materials (virgin and recycled) from the very origin, guaranteeing the integrity of our products.

3. MANUFACTURING PARTNERS:

Our production relies on a highly specialized network of local processing partners (spinning, weaving, finishing) located within a short distance from our headquarters. This ecosystem is managed through the MSystem, our proprietary quality and sustainability protocol. MSystem fosters a cohesive collaboration where partners align with shared technical standards, chemical management guidelines (MRSL), and social responsibility principles, ensuring a highly integrated and consistent production process.

4. CLIENTS (GLOBAL FASHION BRANDS):

We do not act merely as suppliers, but as strategic partner for fashion brands. Through co-design sessions, we help them achieve their own sustainability targets using our eco-design solutions.

5. LOCAL COMMUNITY & TERRITORY:

Manteco is deeply embedded in its historic textile district. We support the territory through cultural initiatives and collaborations with technical institutes, preserving the artisanal fabric of the region and fostering the next generation of textile experts.

6. FINANCIAL INSTITUTIONS & INVESTORS:

We maintain transparent reporting to ensure access to capital, demonstrating that a sustainable business model is also a financially robust and de-risked one.

7. REGULATORY BODIES & ASSOCIATIONS:

We actively participate in industry associations and roundtables to stay ahead of compliance curves (e.g., ESPR) and contribute to the definition of new industry standards.

8. MEDIA & PRESS:

We engage with specialized press and global media not just for visibility, but to educate the market. By sharing our scientific approach and industrial reality, we fight greenwashing and promote a transparent narrative about circular fashion.

Double Materiality

DOUBLE MATERIALITY		
Material Topic	Material Sub-topics	+ Impact Materiality (Inside-Out)
Climate Change	Carbon Footprint	Through the use of circular raw materials as ReviWool® and MWool® associated with local production processes, Manteco significantly reduces its carbon footprint, contributing to global decarbonization efforts
	Energy Management	Investments in renewable energy and efficiency upgrades allow Manteco to reduce operational energy consumption and environmental impact
Product Lifecycle Management	Circularity	By extending the fabrics and fibres lifespan Manteco is leading textile company in circularity
	Waste Management	By adopting closed-loop production models, Manteco minimizes industrial waste and maximizes material recovery
	Water Management	Colour production according to the Recype® methodology allows Manteco to reduce freshwater consumption
	Packaging	Manteco's use of recyclable and compostable packaging materials reduces environmental impact at the distribution phase
Sustainable Supply Chain Management	Raw Materials	Manteco's commitment to sourcing circular and responsibly produced fibres reinforces its position as a leader in sustainable textile innovation
	Labor Practices	Manteco's strict supply chain standards ensure fair labor conditions and promote worker welfare
	Sustainable Sourcing	Manteco actively supports responsible sourcing practices, reinforcing supply chain resilience and sustainability
	Local Production	By anchoring production in Italy, Manteco minimizes logistics emissions and supports local economic ecosystems
	Animal Welfare	By ensuring that wool sourcing respects recognized animal welfare standards (eg, RWS certification), Manteco strengthens its ethical supply chain credentials
	Biodiversity	By promoting circular practices among suppliers, Manteco contributes to the protection of biodiversity in sourcing regions
Human Capital Development	Cultivation of Talents	Investments in continuous training and employee development programs help Manteco build a skilled, loyal, and innovative workforce
	Health and Wellness	By fostering a healthy and safe working environment, Manteco enhances employee satisfaction and operational productivity
	Diversity and Inclusion	Manteco's commitment to diversity and inclusion fuels creativity, innovation, and workforce engagement
Corporate Governance & Ethics	Business Ethics	Manteco's adherence to strong ethical standards reinforces trust with partners, customers, and regulatory bodies
	Transparency	Enhanced ESG reporting and communication practices position Manteco as a leader in corporate transparency
	Privacy Protection	By implementing robust data protection measures, Manteco safeguards sensitive employee and client information
	Cybersecurity	Manteco's investment in cybersecurity infrastructure protects operational continuity and intellectual property
Product Quality and Safety	Customer Satisfaction	Delivering consistently high product quality and service strengthens Manteco's long-term customer relationships
	Chemical Management	The implementation of chemical management practices enables Manteco to deliver safer products while minimizing environmental impact

DOUBLE MATERIALITY		
Material Topic	Material Sub-topics	- Impact Materiality (Inside-Out)
Climate Change	Carbon Footprint	Despite efforts, international logistics and residual energy use generate carbon emissions that require continuous management and innovation
	Energy Management	Residual reliance on grid energy, which may include non-renewable sources, still contributes to indirect emissions
Product Lifecycle Management	Circularity	Managing the complexity of sourcing and processing post-consumer and post-industrial materials can increase operational challenges
	Waste Management	Residual production waste still requires responsible disposal and tracking, posing operational challenges
	Water Management	Despite efficiency improvements, wet processing stages still require significant water use, representing a key area for further reduction efforts
	Packaging	Excessive packaging for product protection during logistics may partially offset environmental gains
Sustainable Supply Chain Management	Raw Materials	Dependence on global raw material markets exposes the company to environmental and ethical sourcing risks
	Labor Practices	Lower-tier suppliers may present risks of labor non-compliance requiring enhanced auditing and remediation
	Sustainable Sourcing	Sourcing exclusively sustainable inputs may limit supplier options and increase material costs
	Local Production	Focusing on local production could limit cost optimization opportunities available in other geographies
	Animal Welfare	There remains a risk that upstream suppliers could breach animal welfare practices, which could impact Manteco's brand reputation if not properly controlled
	Biodiversity	Intensive fiber production could still have residual impacts on soil, water systems, and local ecosystems if not properly managed
Human Capital Development	Cultivation of Talents	Without robust career pathways, Manteco risks higher employee turnover, leading to loss of critical know-how
	Health and Wellness	Failure to prevent health incidents could expose the company to legal and reputational risks
	Diversity and Inclusion	Gaps in diversity management could expose the company to social backlash and reputational damage
Corporate Governance & Ethics	Business Ethics	Any ethical lapses, even isolated, could critically damage Manteco's hard-earned reputation
	Transparency	Poorly managed disclosures could lead to accusations of greenwashing or misinformation
	Privacy Protection	Potential data breaches could erode customer and partner trust, exposing the company to financial and legal risks
	Cybersecurity	Advanced persistent threats from cybercriminals pose ongoing risks to digital infrastructure
Product Quality and Safety	Customer Satisfaction	Any failures in product or service delivery could negatively impact client retention and acquisition
	Chemical Management	Complex chemical compliance requirements could increase operational burden and risk of non-conformance

DOUBLE MATERIALITY		
Material Topic	Material Sub-topics	+ Financial Materiality (Outside-in)
Climate Change	Carbon Footprint	Growing regulatory and consumer focus on low-carbon products strengthens Manteco's market position in Europe and globally
	Energy Management	Energy-efficient operations enhance Manteco's resilience to rising energy prices and attract environmentally conscious clients
Product Lifecycle Management	Circularity	Market demand for circular fashion solutions offers Manteco opportunities for differentiation and leadership
	Waste Management	Compliance with stricter waste disposal regulations reinforces Manteco's brand credibility
	Water Management	Demonstrating water stewardship enhances Manteco's resilience in water-scarce regions and markets
	Packaging	Sustainable packaging enhances Manteco's appeal to eco-conscious customers and retailers
Sustainable Supply Chain Management	Raw Materials	Demand for traceable, certified materials grows, offering new premium market opportunities
	Labor Practices	Strong labor practices enhance the company's reputation with buyers and investors focused on social criteria
	Sustainable Sourcing	Being a pioneer in responsible sourcing differentiates Manteco in B2B luxury textile markets
	Local Production	'Made in Italy' positioning enhances brand equity and customer loyalty internationally
	Animal Welfare	Ethical sourcing practices align Manteco with growing consumer demand for animal-friendly products
	Biodiversity	Partnering with biodiversity restoration initiatives can enhance Manteco's ESG leadership
Human Capital Development	Cultivation of Talents	A strong talent development culture strengthens Manteco's employer brand in a competitive market
	Health and Wellness	Wellness initiatives align with the growing global focus on workplace wellbeing as a critical ESG pillar
	Diversity and Inclusion	Diverse and inclusive companies are increasingly preferred by investors and clients focused on social sustainability
Corporate Governance & Ethics	Business Ethics	Rising investor focus on business integrity aligns with Manteco's commitment to ethical conduct
	Transparency	Alignment with CSRD, ESRS and GRI frameworks strengthens market credibility
	Privacy Protection	Demonstrating leadership in privacy protection enhances competitiveness in global markets
	Cybersecurity	A strong cybersecurity posture improves Manteco's appeal to B2B customers and partners
Product Quality and Safety	Customer Satisfaction	Growing emphasis on sustainability among clients offers Manteco further avenues for collaboration and value creation
	Chemical Management	Proactive chemical management enhances brand differentiation and customer trust in luxury and technical textile markets

DOUBLE MATERIALITY		
Material Topic	Material Sub-topics	- Financial Materiality (Outside-in)
Climate Change	Carbon Footprint	Future tightening of carbon pricing regulations could increase production and raw material compliance costs verification for Manteco
	Energy Management	Volatile energy markets and energy supply disruptions may increase operational risks
Product Lifecycle Management	Circularity	Circular supply chains require ongoing investment and adaptation to new regulations and consumer expectations
	Waste Management	Future regulations on textile waste will require additional investments in regulatory compliance verification
	Water Management	Increasing water scarcity may constrain production capabilities and increase input costs
	Packaging	Evolving packaging regulations could impose stricter material and design requirements
Sustainable Supply Chain Management	Raw Materials	Climate change impacts on fiber availability could disrupt supply and increase costs
	Labor Practices	Labor shortages and increasing wage pressures could affect production planning and margins
	Sustainable Sourcing	Growing scrutiny on supply chain transparency could expose any remaining gaps
	Local Production	Economic instability in local markets could impact cost structures and demand
	Animal Welfare	Public activism and NGO scrutiny on animal treatment practices may increase, putting pressure on transparency and certification processes
	Biodiversity	Increasing biodiversity regulations could require more extensive reporting and supplier monitoring
Human Capital Development	Cultivation of Talents	Competition for skilled labor is intensifying
	Health and Wellness	Regulatory tightening around occupational health standards could increase compliance obligations
	Diversity and Inclusion	Failure to meet evolving social expectations could affect stakeholder trust
Corporate Governance & Ethics	Business Ethics	Heightened regulatory scrutiny on anti-corruption and governance practices requires proactive monitoring
	Transparency	Fines and penalties for disclosure shortcomings represent a growing risk
	Privacy Protection	Compliance with evolving privacy laws (eg, GDPR updates) could increase operational complexity
	Cybersecurity	The sophistication of cyberattacks continues to grow, increasing defensive costs
Product Quality and Safety	Customer Satisfaction	Rising client expectations around ESG may create pressures to continuously innovate and improve
	Chemical Management	Stricter chemical regulations worldwide could drive up costs of innovation and product adaptation

To ensure the robustness of its sustainability strategy, Manteco conducted a comparative assessment to validate the alignment between its identified material topics and recognized global standards. Specifically, the analysis benchmarked the company's priorities against the guidelines of the **S&P Global Corporate Sustainability Assessment (CSA)**^{**1} and the **Sustainability Accounting Standards Board (SASB)**^{**2} framework, with a specific focus on the textile and apparel sector. The objective of this gap analysis was to detect any potential misalignments and verify that the topics Manteco considers material are consistent with the expectations of leading ESG raters and regulators. By cross-referencing the company's materiality matrix with these sector-specific guidelines, this review enhances transparency, strengthens strategic alignment, and ensures that our sustainability disclosures effectively address the issues deemed most critical by external stakeholders and standard-setters.

1. S&P Global Corporate Sustainability Assessment (CSA)

2. Sustainability Accounting Standards Board (SASB)

		Standard		Compliance	
Material Topic	Material Sub-topics	ESRS	GRI	SASB	S&P
Climate Change	Carbon Footprint	ESRS E1	GRI 305		●
	Energy Management	ESRS E1	GRI 302		●
Product Lifecycle Management	Circularity	ESRS E5	GRI 301	●	●
	Waste Management	ESRS E5	GRI 306	●	●
	Water Management	ESRS E3	GRI 303	●	●
	Packaging	ESRS E5 (partial)	GRI 301-3 (partial)		●
Sustainable Supply Chain Management	Raw Materials	ESRS E5	GRI 301	●	●
	Labor Practices	ESRS S2	GRI 407, GRI 408, GRI 409, GRI 414	●	●
	Sustainable Sourcing	ESRS S2 / E5 (partial)	GRI 308, GRI 414	●	●
	Local Production	No direct Standard (Voluntary Disclosure)			
	Animal Welfare				●
	Biodiversity	ESRS E4	GRI 304		●
Human Capital Development	Cultivation of Talents	ESRS S1	GRI 401, GRI 404		●
	Health and Wellness	ESRS S1	GRI 403		●
	Diversity and Inclusion	ESRS S1	GRI 405		●
Corporate Governance & Ethics	Business Ethics	ESRS G1	GRI 205, GRI 206		●
	Transparency	ESRS G1 (partial)	GRI 2 (partial)	●	●
	Privacy Protection	ESRS S1/S4 (partial)	GRI 418 (partial)		●
	Cybersecurity	ESRS S4 (partial)	GRI 418 (partial relevance)		●
Product Quality and Safety	Customer Satisfaction	ESRS S4 (partial)	GRI 416		●
	Chemical Management	ESRS E2/E5	GRI 416, GRI 301	●	●

● Full Compliance ● Partial Compliance □ Not cited



Sustainability Plan

The Sustainability Plan 2024–2028 is the result of a careful internal and external analysis of Manteco and of the company's growing maturity in non-financial reporting. This has allowed us to start from a solid baseline and to define important and ambitious goals that integrate the different facets of the business, address the needs expressed by various stakeholders, and anticipate future regulatory expectations.

Approved by board of directors the 21st July 2025.

SUSTAINABILITY PLAN					
Impact Mitigation and Enhancement Strategies	Timeframe	KPI	Criterion of achievement of the objective	Impacted Topic	SDG
Introduction of an emission accounting system	Short term	Scope and completeness of GHG emissions reporting	Presence of Scope 1,2,3 on sustainability report	Carbon Footprint	 
Increase the share of renewable energy	Active	Percentage of available roof area covered by photovoltaic panels	100% coverage of available roof area with photovoltaic panels	Energy Management	 
Energy efficiency improvement projects in production processes	Short term	Percentage reduction in CO ₂ emissions at the Casentino Lane plant	10% reduction in emissions at the Casentino Lane plant	Energy Management; Carbon Footprint	  
Closed-loop recyclable fabric production using circular fibres	Active	Share of M Wool® and ReviWool® in total processed wool	M Wool® + ReviWool® share > 80% of processed wool	Circularity	 
Creation of a biodiversity accounting system	Medium-Long Term	Presence of a biodiversity accounting system	Biodiversity accounting system implemented and active within the defined timeframe	Biodiversity	 
Enhance supplier due diligence and ensure reliable information	Short term	Presence of a Supply Chain Engagement Policy	Supply Chain Engagement Policy implemented within the defined timeframe	Sustainable Sourcing	  
Green claims supported by third-party verification (e.g., peer review, certifications)	Continuous improvement	Presence of third-party review for green claims	100% of green claims covered by third party review	Transparency	 
Management of wastewater discharge containing hazardous chemicals	Active/Short Medium Long term	Implementation status of active chemical management practices	Achievement and maintenance of ZDHC Supplier to Zero certification levels	Chemical Management, Water Management	 
Improve traceability and transparency	Medium/Long term	Share of input raw materials with sustainability certifications	60% of purchased inputs from certified sources	Sustainable Sourcing; Transparency	  
Supply chain partnerships, supplier engagement, supply chain loyalty, and H&S social accounting	Active/Medium long term	Presence of the M-System social accounting system	M-System social accounting system implemented and operational	Labor Practices, Sustainable Sourcing	  
Internal training	Active	Total annual hours of sustainability training provided to blue-collar employees	Minimum of 5 hours of sustainability training per year for each blue-collar employee	Cultivation of Talents	 
Manteco Academy	Active	Number of activities delivered under the Manteco Academy program	Minimum of 10 Manteco Academy sessions per year	Cultivation of Talents	 

"Active // Short Term (end in or before 2026) // Medium-Long Term (end in or before 2028) // Continuous improvement"

SUSTAINABILITY PLAN					
Impact Mitigation and Enhancement Strategies	Timeframe	KPI	Criterion of achievement of the objective	Impacted Topic	SDG
Responsible purchasing of animal fibres	Active/Medium long term	Share of purchased fibres sourced from responsible farms	At least 50% of purchased fibres from responsible farms	Animal Welfare	 
Support local production and ensure supply chain loyalty	Active	Percentage of production carried out by local subcontractors	100% of production covered by local subcontractors	Local Production	 
Recyclable packaging	Active	Share of packaging that is recyclable	At least 50% of packaging recyclable	Packaging	 
Recycled packaging	Active	Share of packaging made from recycled materials	LDPE film containing a minimum of 30% recycled content	Packaging	 
No discrimination based on race, gender, sex, or religion in recruitment	Medium /Long term	Presence of a dedicated policy	Dedicated policy approved and implemented across the organization	Diversity and Inclusion	  
Implement robust corporate governance frameworks and ethics training	Short term	Percentage of new employees receiving sustainability training	100% of new employees trained on sustainability	Business Ethics	  
Strengthen anti-corruption policies with strict compliance programs	Short term Medium /Long term	Existence and implementation status of a dedicated anti-corruption policy and compliance program	Dedicated anti-corruption policy fully developed, approved by the Board, and implemented across all operations	Business Ethics	
Conduct regular compliance audits	Medium /Long term	Implementation progress of the compliance audit program roadmap	Compliance auditing roadmap developed, approved, and implemented	Business Ethics	

HIGHLIGHTS

ReviWool®

IMPACT



-65,6%
FEWER ON CO²
EMISSIONS



-65,6%
LESS TOTAL
ENERGY USAGE



-65,5%
LESS WATER
CONSUMPTION

MWool®

IMPACT



-99,2%
FEWER ON CO²
EMISSIONS



-93,3%
LESS TOTAL
ENERGY USAGE



-99,9%
LESS WATER
CONSUMPTION

The image features a horizontal wooden plank with a natural grain pattern, positioned centrally against a solid blue background. The plank is oriented horizontally and serves as a platform for the text.

MANTECO®
for
ENVIRONMENT



In 2022, Manteco substantiated its environmental claims through a strategic research collaboration with Politecnico di Torino, aiming to calculate the specific impacts of the entire wool supply chain. The scientific rigor and validity of this research were confirmed by its publication in the prestigious [Journal of Cleaner Production](#).

Methodology & Process Mapping: The study provides a comprehensive mapping of processes and products involved in the wool production chain, ranging from sheep grazing to yarn spinning, with a specific focus on the distinctions between the woollen (carded) and worsted cycles.

Impact Allocation & ReviWool[®]: A key achievement of this study was the analysis of environmental impacts associated with different intermediate products. The results demonstrate that fibers utilized in the woollen process generally carry a significantly lower environmental burden compared to those destined for fine yarn production.

This study represents a unique milestone in the textile industry, as it successfully managed to:

1. Shed light on the specific impacts related to different wool components.
2. Correctly allocate the appropriate impact load to ReviWool[®].

Consequently, ReviWool[®] is scientifically proven to promote value capture and enhance production cycle efficiency, allowing Manteco to account for huge environmental savings compared to standard open tops.

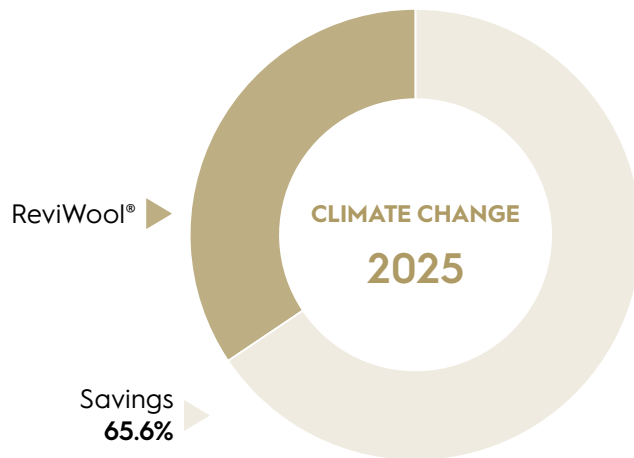
PROCESSED QUANTITIES		
2023	2024	2025
1,722,151 Kg	1,446,606 Kg	1,083,244 Kg

By the ratio between the carbonised and non carbonised fibres below the impact of ReviWool[®] fibers compared to generic virgin wool open tops was as follows:

Impact category	Unit	ReviWool [®]	Open Tops
Climate change	kg CO ₂ eq	2.95E+01	8.57E+01
Ozone depletion	kg CFC11 eq	3.61E-07	1.04E-06
Photochemical ozone formation	kg NMVOC eq	2.56E-02	7.44E-02
Particulate matter	disease inc.	4.73E-06	1.37E-05
Acidification	mol H ⁺ eq	6.68E-01	1.94E+00
Eutrophication, freshwater	kg P eq	7.21E-03	2.09E-02
Eutrophication, terrestrial	mol N eq	2.95E+00	8.56E+00
Ecotoxicity, freshwater	CTUe	4.67E+02	1.36E+03
Land use	Pt	3.08E+03	8.95E+03
Water use	m ³ depriv.	5.35E+00	1.55E+01
Resource use, fossils	MJ	4.02E+01	1.16E+02
Resource use, minerals and metals	kg Sb eq	5.32E-05	1.54E-04

*Such fibers are virgin according to EU Regulation 1007-2011 Art. 8 Entry 1.

CLIMATE CHANGE (t CO₂ eq.)



Climate Change Savings

2023 ▶ 96,785

2024 ▶ 81,299

2025 ▶ 60,878

Reviwool® Climate Change

2023 ▶ 50,803

2024 ▶ 42,675

2025 ▶ 31,956

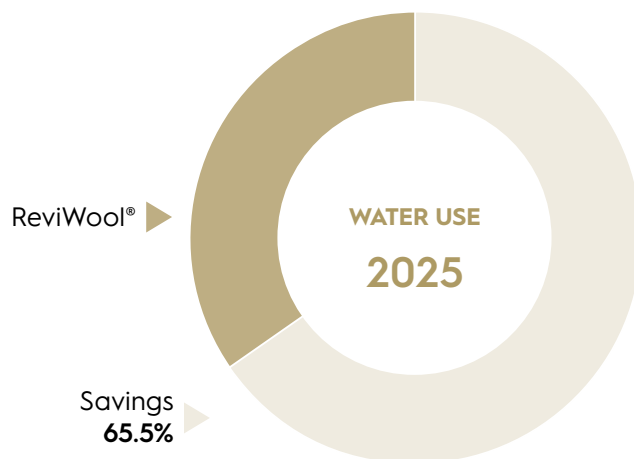
Theoretical Open Tops Climate Change

2023 ▶ 147,588

2024 ▶ 123,974

2025 ▶ 92,834

WATER USE (m³ depriv.)



Water Use Savings

2023 ▶ 17.45K

2024 ▶ 14.67K

2025 ▶ 11.00K

Reviwool® Water Use

2023 ▶ 9.23K

2024 ▶ 7.75K

2025 ▶ 5.79K

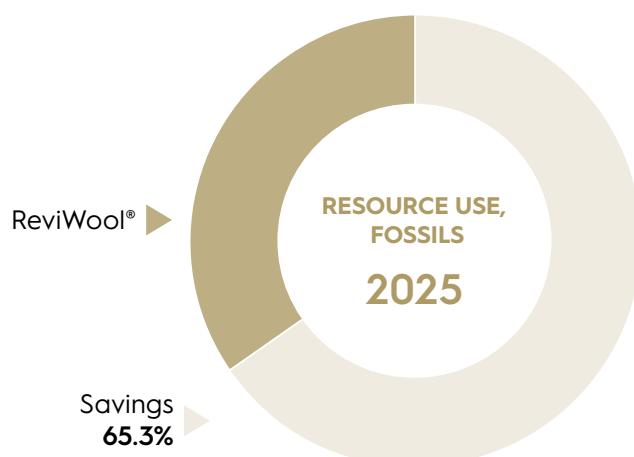
Theoretical Open Tops Water Use

2023 ▶ 26.69K

2024 ▶ 22.42K

2025 ▶ 16.79K

RESOURCE USE, FOSSILS (TJ)



Resource Use, Fossils Savings

2023 ▶ 129.68

2024 ▶ 109.51

2025 ▶ 82.11

Reviwool® Resource Use, Fossils

2023 ▶ 70.09

2024 ▶ 58.30

2025 ▶ 43.55

Theoretical Open Tops Resource Use, Fossils

2023 ▶ 199.77

2024 ▶ 167.81

2025 ▶ 125.66



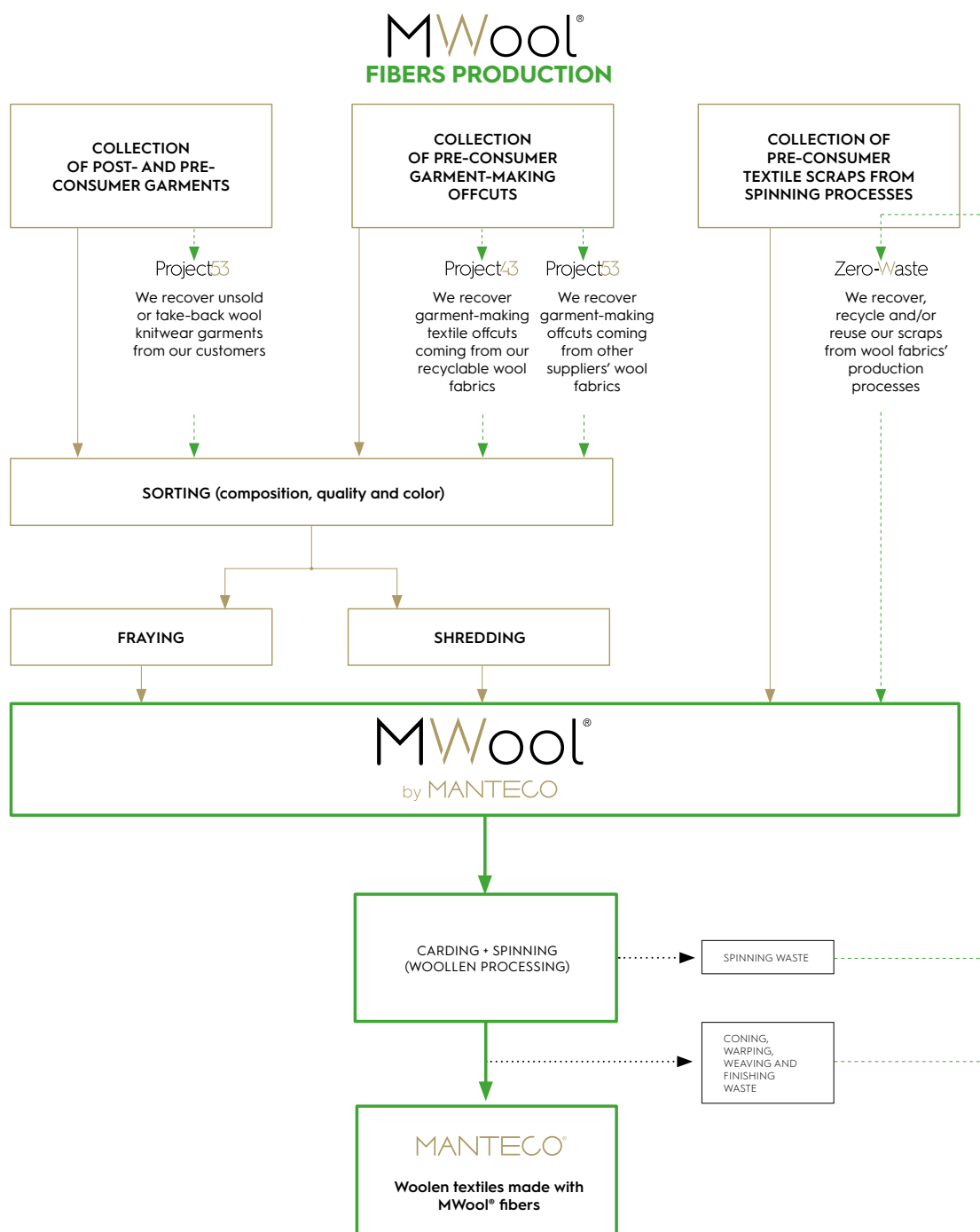
MWool®

ENGINEERING CIRCULAR QUALITY

MWool® stands as the defining ingredient of our premium recycled textiles. This high-end, low-impact fiber is the outcome of over 80 years of consolidated industrial expertise, combined with advanced scientific research.

MWool® drives a comprehensive circular economy model, produced through a strictly mechanical recycling process that preserves fiber integrity without the use of chemicals. This method transforms waste into value by regenerating:

- Post-industrial waste & Pre-consumer offcuts: Recovering high-quality fibers from the production chain.
- Post-consumer garments: Crucially, closing the loop by processing end-of-life clothing into new, premium raw materials.



MWool[®] is defined by a rigorous manufacturing protocol that begins with the precise selection and deep testing of the best available raw materials. Its production relies on a low-impact mechanical recycling process and the innovative Recype[®] method, which allows for the creation of masterful colors without the need for additional dyes. Every stage involves painstaking quality control and testing, guaranteed by the integrated oversight of our MSystem, a zero-mile and highly specialized supply chain.

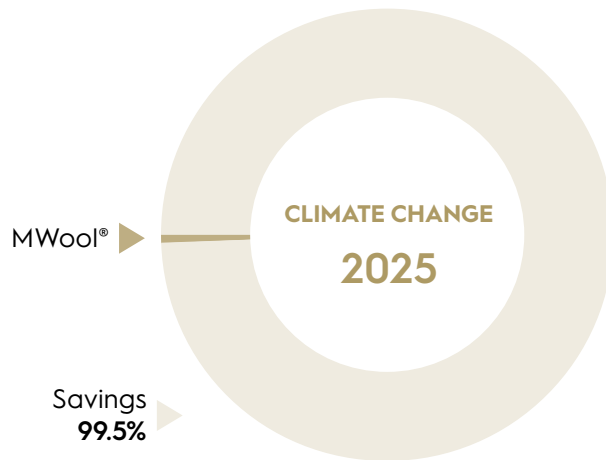
Life Cycle Assessment (LCA) Through a strategic scientific partnership with Politecnico di Torino, MWool[®] became the first recycled wool to have its Life Cycle Assessment (LCA) approved and published by the international scientific community ([MDPI Resources](#)). The analysis complies with ISO 14040/44 standards and strictly applies the LCA cut-off methodology. This approach defines the system boundaries by considering the input material free of previous environmental burdens, allocating impacts exclusively to the recovery and mechanical regeneration phases.

Based on this methodological framework and the validated data regarding the type and source of raw materials purchased in 2025, the environmental impact of 1 kg of processed MWool[®] fiber is presented below. The data highlights a significant reduction in footprint compared to 1 kg of generic virgin wool, quantifying the total environmental savings achieved through our circular model.

PROCESSED QUANTITIES		
2023	2024	2025
1,301,009 Kg	1,201,403 Kg	1,055,324 Kg

Impact category	Unit	MWool	Generic Virgin wool
Climate change	kg CO ₂ eq	3.82E-01	7.58E+01
Ozone depletion	kg CFC11 eq	6.91E-08	1.17E-06
Photochemical ozone formation	kg NMVOC eq	4.45E-03	7.31E-02
Particulate matter	disease inc.	2.30E-03	1.19E-05
Acidification	mol H ⁺ eq	5.75E-03	1.69E+00
Eutrophication, freshwater	kg P eq	3.47E-05	1.83E-02
Eutrophication, terrestrial	mol N eq	1.65E-02	7.43E+00
Ecotoxicity, freshwater	CTUe	4.03E+00	1.20E+03
Land use	Pt	31.93E+00	7.74E+03
Water use	m3 depriv.	3.71E-02	1.39E+01
Resource use, fossils	MJ	5.04E+00	1.25E+02
Resource use, minerals and metals	kg Sb eq	2.30E-06	1.38E-04

CLIMATE CHANGE (t CO₂ eq.)



Climate Change Savings

2023 ▶ 98,267

2024 ▶ 90,776

2025 ▶ 79,590

MWool® Climate Change

2023 ▶ 349

2024 ▶ 290

2025 ▶ 403

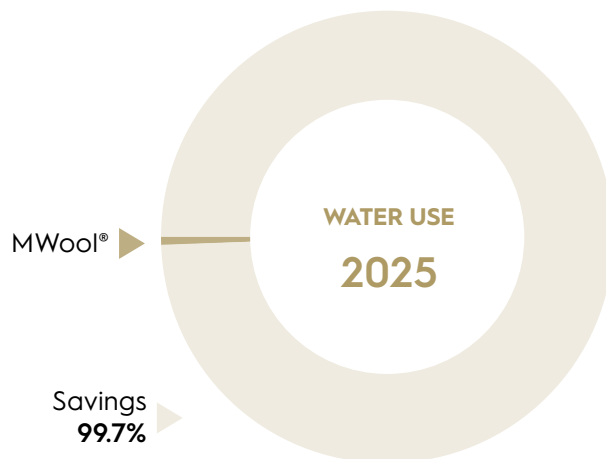
Theoretical Generic Virgin Wool Climate Change

2023 ▶ 98,616

2024 ▶ 91,066

2025 ▶ 79,993

WATER USE (m³ depriv.)



Water Use Savings

2023 ▶ 18.054K

2024 ▶ 16.672K

2025 ▶ 14.630K

MWool® Water Use

2023 ▶ 30K

2024 ▶ 27K

2025 ▶ 39K

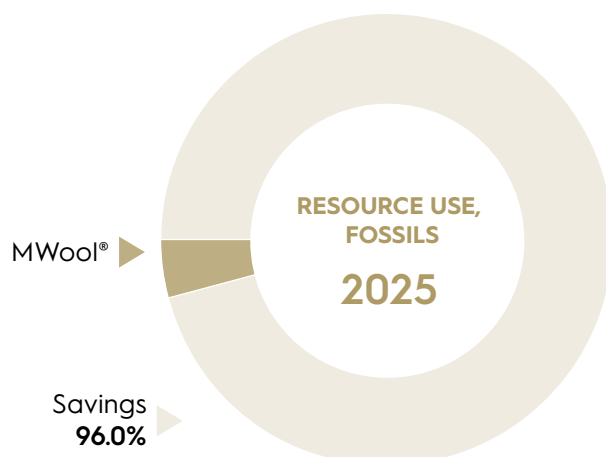
Theoretical Generic Virgin Wool Water Use

2023 ▶ 18.084K

2024 ▶ 16.699K

2025 ▶ 14.669K

RESOURCE USE, FOSSILS (TJ)



Resource Use, Fossils Savings

2023 ▶ 162.6

2024 ▶ 146.4

2025 ▶ 126.6

MWool® Resource Use, Fossils

2023 ▶ 4.8

2024 ▶ 3.8

2025 ▶ 5.3

Theoretical Generic Virgin Wool Resource Use, Fossils

2023 ▶ 162.6

2024 ▶ 150.2

2025 ▶ 131.9



Recype®

The creation of MWool® colors operates on a dye-free principle, eliminating the need for added chemicals as the fibers retain the pigmentation from their previous life. Through the proprietary Recype® process, our expert operators in the raw material department devise new shades by mechanically blending thousands of different nuances of recycled fibers. This technique allows for the development of precise chromatic “recipes,” which are digitized, archived, and adapted to production volumes.

Drawing on over 80 years of expertise in fiber regeneration, Manteco has developed a library of more than 1,000 dye-free colors. MWool® color creation is not just technical, but a blend of art and craftsmanship. Since post-consumer raw materials inevitably vary in tone across different batches, the mastery of Manteco’s specialized artisans lies in the dynamic calibration of the mixture. By expertly compensating for these intrinsic differences within the Recype® composition, they achieve the exact target shade every time, guaranteeing production consistency, scalability, and repeatability.



Biodiversity

In previous statements, biodiversity accounting was identified by Manteco as a material theme, with a commitment to disclose information only once a rigorous calculation methodology was established. Today, thanks to the collaboration with the European Union Agency for the Space Programme (EUSPA), we have realized the first step of this material topic.

Through the Proof of Concept (PoC) conducted with technology partners Novaspace® and Kanop®, a solid methodology has been validated, yielding reliable results through the use of Copernicus satellite data. While the metrics provided a clear and quantified picture of the impacts, it was decided not to disclose numerical data in this report. It is believed that measurement must always be paired with a response strategy: since the study of specific mitigation actions is still ongoing, the full picture (data and related actions) will be shared in future reports.

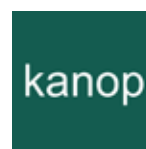
Mapping the Manteco System Footprint: The satellite analysis covered the geographical areas hosting the production supply chain, Montemurlo and Casentino, allowing for the acquisition of precise data on the interaction between facilities (including those of the Manteco System and Casentino Lane) and the surrounding environment.

- 1. Montemurlo & Prato:** In this highly anthropized industrial area, satellite metrics analyzed “Urban Resilience”. The results provided solid data on the interaction between production infrastructure and residual biodiversity, precisely measuring the impact of soil sealing. These data now form the scientific basis required to identify the most effective mitigation actions needed to reduce hydro-geological risks in the district.
- 2. Casentino:** In the valley hosting the Casentino Lane subsidiary, adjacent to the *Foreste Casentinesi National Park*, monitoring focused on “Stewardship”. The analysis yielded clear evidence regarding the status of habitat connectivity around the production site. Here too, the acquired results serve as the fundamental starting point for defining management protocols that ensure the long-term harmonious coexistence between vertical industrial integration and the wildlife corridors of the Apennines.

This project confirms the availability of a robust reporting tool and objective data. With the measurement phase completed and validated, the focus now shifts entirely to defining mitigation strategies, aiming to transform these scientific insights into a concrete action plan for biodiversity protection.



NOVASPACE





Manteco's Five Freedoms policy

Manteco considers the protection of animal welfare as a core element of its responsible business conduct. The relationship with the primary sector is managed with the awareness that ethical sourcing is a prerequisite for a sustainable textile industry. Our approach aims to align production requirements with a respectful stewardship of living resources, promoting standards that safeguard the dignity of the animal throughout the supply chain.

The Five Freedoms Manteco's policy references the Five Animal Freedoms, a widely accepted framework adopted in line with the IWTO "Specifications for Wool Sheep Welfare".

These principles serve as a guideline to ensure appropriate living conditions:

1. **Freedom from Hunger and Thirst: Access to fresh water and a proper diet.**
2. **Freedom from Discomfort: Availability of shelter and resting areas.**
3. **Freedom from Pain, Injury, or Disease: Prevention and rapid diagnosis/treatment.**
4. **Freedom to Express Normal Behavior: Sufficient space and company of the animal's own kind.**
5. **Freedom from Fear and Distress: Conditions that avoid mental suffering.**

This policy orients the procurement strategy towards greater transparency and care. Manteco actively prioritizes RWS (Responsible Wool Standard) certified farms and the selection of No-Mulesing wools. This preference reflects the commitment to a supply chain where the animal is valued as an essential part of the ecosystem, rather than just a production unit.

	2023	2024	2025
No-mulesing wool purchases Kg	462,449	327,758	283,347
	24.6%	21.3%	19.7%
RWS-certified wool purchases	399,881	815,525	836,482
	21.3%	52.9%	58.2%
Total wool purchases	1,876,551	1,538,771	1,437,255
Total responsible wool purchases	862,330	1,143,283	1,119,829
	45.9%	74.3%	77.9%

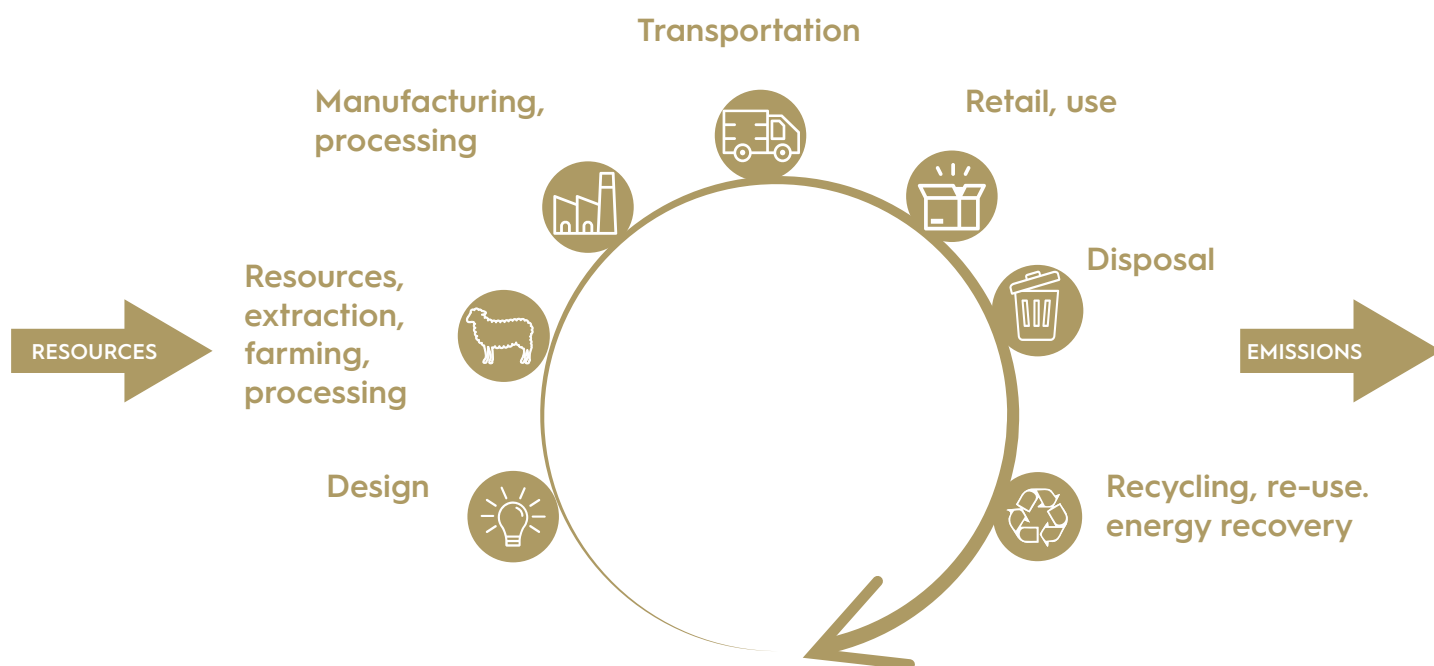
According to the latest Textile Exchange report, ([textileexchange.org](https://www.textileexchange.org)) RWS wool production is 4% of the global market.



Circularity

Manteco's circularity is not an acquired trait, but an intrinsic characteristic of its industrial DNA. Our governance structure and production model are engineered around the principles of circular economy, positioning the use of recycled materials and the commitment to responsible design of recyclable fabrics as the cornerstones of our industrial project. This structural identity led Manteco to being selected by **Confindustria to represent Italian industry at the European Parliament** during the panel *"Loop Forward: Building a Circular Economy for a Sustainable and Competitive Europe"*, underscoring the company's role as an institutional benchmark for future EU circularity policies.

To operationalize this vision, Manteco strictly adopts the Life Cycle Thinking (LCT) methodology. This approach mandates a holistic perspective, evaluating the environmental burdens and benefits associated with every product and process across the entire value chain from raw material sourcing to end-of-life. By assessing impacts through this comprehensive lens, Manteco has developed a series of targeted activities integrated directly into its production cycle to maximize efficiency and minimize footprint.



1. ECO-DESIGN & CIRCULAR ENGINEERING

Manteco fabrics are engineered to ensure both superior durability and complete recyclability. Thanks to strategic investments in R&D, the company has developed specialized know-how in the design of textiles that facilitate seamless recovery and reuse within production cycles. The "Sustainable Design" initiative operationalizes this circular mindset: within the Manteco model, the recycling phase is not conceived as the terminal step of the product life cycle, but rather as the foundational starting point for the regeneration of new, high quality fabrics.

2. ZERO WASTE

Production waste generated across the Manteco value chain is systematically intercepted and diverted from disposal. The “Zero Waste” initiative embodies a strategic paradigm shift: process byproducts are no longer viewed as scrap, but as valuable raw materials essential for the creation of new products, generating dual economic and environmental value. In 2025, this circular protocol delivered measurable results: Manteco recovered a total of 162,656 Kg. of industrial waste. Following a rigorous sorting process, 75.3% of this volume was successfully re-engineered and reintroduced directly into the production cycle.

Year	Total recovered materials kg	Total Reused materials kg	%
2023	253,660	201,547	79,4%
2024	163,689	110,428	67.0%
2025	162,656	122,480	71.5%

3. Project43

Garment manufacturing inherently generates volumes of fabric offcuts. Project43 is the strategic solution designed to intercept this pre-consumer waste, preventing valuable textile resources from leaving the supply chain. Through this closed-loop initiative, scraps are retrieved directly from fashion brands and returned to Manteco to be given a new life. This process establishes a complete circular ecosystem with distinct environmental advantages: it maximizes material efficiency, ensures the production of recycled fabrics with fully traced inputs, and fosters a tangible culture of industrial recycling. Operated in collaboration with a specialized partner, the program allows Manteco to re-acquire these offcuts from its customers. In return, the client receives an official certification validating the effective recovery of the material, certifying that it has been diverted from downcycling or disposal and successfully reintegrated into a premium production cycle.

P43			
Year	2023	2024	2025
Total kg of recovered offcuts	69,067	68,787	47,425

4. PRODUCTION OF UPCYCLED POCHETTES AND OTHER GADGETS

Manteco extends its circular philosophy to the management of its internal assets, implementing a strategy to valorize dormant stock and R&D prototypes. Fabric rolls from collection development, color trials, and leftovers are systematically diverted from waste streams and re-engineered into functional, premium accessories. Through a functional upcycling process, surplus fabrics are transformed into elegant textile swatch containers. Designed for durability and style, these pochettes serve a dual purpose: they act as sustainable packaging for our client selections and are engineered to have a second life as versatile document holders or laptop cases. Production leftovers are also repurposed into UpBlankets. These are unique, limited-edition lifestyle products that transform industrial surplus into exclusive corporate gifts, tangible proof of our commitment to zero-waste creativity.





Certifications & initiatives

Every sustainability claim made by Manteco is substantiated by rigorous evidence to ensure its objective validity. In response to the tightening of international regulations regarding “greenwashing,” Manteco implements a strict validation framework prior to releasing any external communication.

Consequently, Manteco’s sustainability assertions are aligned with the technical principles of UNI ISO/TS 17033:2020, adhering to the following guidelines:

RELIABILITY

TRANSPARENCY

RELEVANCE

STAKEHOLDER INVOLVEMENT

EQUITY

To effectively operationalize these principles, Manteco has executed a strategic series of actions focused on obtaining third-party verifications and developing specific initiatives.

Timeline of the certifications we have obtained so far:

2017

Global Recycled Standard (GRS): it certifies the amount of recycled raw material in a fabric and its value chain.



4sustainability[®] Commitment and the implementation of the Chemical Management Protocol (CHEM) for the elimination of toxic and hazardous substances in production through the MSRL ZDHC (Manufacturing Restricted Substances List - Zero Discharge of Hazardous Chemicals).



2019

Responsible Wool Standard (RWS); voluntary standard addressing the welfare of sheep and the management of the land they graze. In 2022 this standard Textile Exchange merged this standard along with RMS (Responsible Mohair Standard) and RAS (Responsible Alpaca Standard) into the RAF Responsible Animal Standard.



2020

Organic Content Standard (OCS) that tracks the presence of organically produced fiber throughout the supply chain.



2021

European Flax[®] that ensures traceability of the presence of fine flax grown in France, Belgium and the Netherlands.



2022

EPD[®] Environmental Product Declaration of a 100% MWOol[®] yarn, which transparently reports environmental data for a product's life cycle according to the international ISO 14025 standard.



ZDHC Supplier to Zero Foundation Level, it certifies the application of MRSL ZDHC at the Foundational level.



2023

EPD[®] Environmental Product Declaration of fabrics collections: ReviWool[®] blend fabrics, MWOol[®] blend fabrics, Pure MWOol[®] fabrics, Woolten[®] fabrics.



2024

EPD[®] Environmental Product Declaration of fabrics collections: Noble[®] MW, Noble[®] RV



Timeline - initiatives:

2019 ● BCI Better Cotton Initiative, facilitating best practices in cotton farming through education, working conditions and environmental considerations.



2021 ● The Ellen MacArthur Foundation is an international charity that develops and promotes the circular economy in order to tackle some of the biggest challenges of our time, such as climate change, biodiversity loss, waste, and pollution.
(ellenmacarthurfoundation.org)
Manteco's participation in the Ellen Mc Arthur Foundation aims to accelerate the transition to a circular economy through the six thematic areas: learning, business, institutions governments and cities, insight and analysis, systemic initiatives, and communication.
Manteco participated in both workshops organized by the foundation.



2021 ● Monitor for Circular Fashion- SDA Bocconi, which through the collaboration of virtuous companies disseminates best practices of circular fashion, promoting technical, managerial and scientific skills in order to contribute to the transition to circular business models.
(www.sdabocconi.it/circularfashion)



Soil & energy

Soil sealing constitutes a critical environmental impact factor, as it inhibits natural ecosystem functions leading to irreversible degradation. Concrete and asphalt surfaces effectively seal the soil, preventing water storage, biomass production, climate regulation, and natural filtration necessary for replenishing groundwater reserves. To mitigate these critical impacts, Manteco's infrastructure policy prioritizes the **regeneration of existing industrial assets** over greenfield construction, addressing the company's expansion needs responsibly.



Building A: Via della Viaccia, 19
Construction date: 1970
Total surface: 6,783 mq
Covered surface: 4,863 mq

Building B: Via dei Mille, 10
Construction date: 1962
Total surface: 6,311 mq
Covered surface: 5,834 mq

Building D: Via della Viaccia, 27, 29
e Via 1 Maggio 31, 33
Construction date: 1978
Total surface: 5,663 mq
Covered surface: 3,839 mq

Building C: Via dei Mille, 10
Construction date: 1962
Total surface: 6,311 mq
Covered surface: 5,834 mq

The solar panel system has been installed on the new building is still pending operational activation. Starting from this reporting cycle, the energy consumption data also integrates the specific figures related to the **new Milan showroom and office**, reflecting the expanded operational perimeter of the company.

Note on Methodology: Energy values have been converted to GJ utilizing the standard conversion coefficients published annually by the UK Department for Environment, Food & Rural Affairs (DEFRA).

Electricity		u.m	2024	2025
	Electricity consumption*	kWh	2,255,367	2,248,292
		GJ	8,119	8,097
	Purchased electricity	kWh	1,984,210	1,783,541
		GJ	7,143	6,421
	Electricity produced by photovoltaics	kWh	596,065	814,789
		GJ	2,145	2,933
	Of which produced by photovoltaic system and sold to grid operator	kWh	325,448	349,524
		GJ	1,171	1,258
Of which produced by photovoltaic system and consumed in-house	kWh	271,157	465,265	
	GJ	0,76	1,675	
	Self-consumed PV electricity	%	12.0%	15,5
Natural Gas	Heating consumption**	S^m³	22,059	19,874
		GJ	821	681
Company vehicles	Diesel fuel consumption***	l	29,617	17,085
		GJ	1,125	614
	Gasoline fuel consumption	l	5,142	8,109
		GJ	180	258
Total energy consumption		GJ	10,245	10,460

* Electricity consumption www.aib-net.org

** Heating consumption www.bancaditalia.it

*** Diesel fuel consumption www.isprambiente.gov.it



Emissions

With the stabilization of the reporting perimeter, this report establishes a direct comparative analysis between the 2025 and 2024 financial years. This comparison is now feasible and methodologically sound due to the full data congruency achieved following the consolidation of the subsidiary Casentino Lane, initiated in the previous cycle. Regarding Casentino Lane specifically, a strategic decarbonization program targeting production processes is currently in the execution phase. The quantitative environmental benefits resulting from these efficiency upgrades will be monitored and subjected to verification in the 2026 reporting cycle.

	2024	2025
Scope 1 - Direct Emissions	133.95 t CO ₂ eq	89.14 t CO ₂ eq
Gas for heating	45.15 t CO ₂ eq	26.26 t CO ₂ eq
Diesel for transportation	76.81 t CO ₂ eq	43.82 t CO ₂ eq
Gasoline for transportation	11.99 t CO ₂ eq	19.06 t CO ₂ eq

	2024	2025
Scope 2 - Non-direct Emissions		
Location-based	465.69 t CO ₂ eq	355.99 t CO ₂ eq
Market-based	875.04 t CO ₂ eq	749.44 t CO ₂ eq

	2024	2025
Scope 1 + Scope 2 Location-based	599.64 t CO ₂ eq	445.13 t CO ₂ eq
Scope 1 + Scope 2 Market-based	1008.99 t CO ₂ eq	838.58 t CO ₂ eq

Data from the DEFRA database (Department for Environment, Food & Rural Affairs - GOV.UK) were used for the calculation of Scope 1. The respective emission factors were used for each reporting year. The following climate-altering gases were considered in the calculation: CO₂, CH₄ and NO₂.

For Scope 2 location-based calculation, emission factors published annually by ISPRA (Istituto Superiore per la Protezione e Ricerca Ambientale) were used.

For Scope 2 market-based calculation, the emission factors published annually by the Association of Issuing Bodies (AIB) "European Residual Mix" were used.

Scope 3

Scope 3 emissions reporting is executed in strict compliance with the Greenhouse Gas Protocol standards, encompassing the following impact categories:

Upstream



1. PURCHASED GOODS
AND SERVICES



4. UPSTREAM TRANSPORTATION
AND DISTRIBUTION



6. BUSINESS
TRAVEL



7. EMPLOYEE
COMMUTING

Downstream



9. DOWNSTREAM
TRANSPORTATION
AND DISTRIBUTION (partial)



12. END-OF-LIFE
TREATMENT
OF SOLD PRODUCTS

The organizational carbon footprint is calculated using a rigorous mathematical model that integrates primary activity data with the conservative impact factors documented in Manteco's certified Environmental Product Declarations (EPD®), under the International EPD® System.

The calculation algorithm processes the specific sales mix of the reporting year, strictly basing the assessment on the following physical parameters:

- Fabric styles;
- Linear meters;
- Fabric Weight;
- Cuttable width.

By correlating these variable parameters with the certified GHG impacts and upscaling the results to cover 100% of production in accordance with the GHG Protocol Standard, Manteco derives a consolidated estimate for Scope 3 categories 1, 4, 9, and 12.

Methodological Note on Comparability A direct year-over-year comparison is systematically excluded from this specific analysis. The applied mathematical model is defined as static, as it relies on specific impact coefficients frozen at the time of the EPD validation. Consequently, fluctuations in the absolute value primarily reflect variations in the commercial sales mix (product typology and volumes) rather than dynamic changes in industrial process efficiency.

1. Purchased Goods and Services		CO ₂ emissions
Purchased Raw materials		32,016.79 † CO ₂ eq.
Manufacturing		25,417.19 † CO ₂ eq.
4. Upstream Transportation and Distribution		
Upstream Transportation		241.12 † CO ₂ eq.
6. Business Travels		
Car		16 † CO ₂ eq.
Train		0.048 † CO ₂ eq.
Air		23.01 † CO ₂ eq.
7. Employee Commuting		
Car		54 † CO ₂ eq.
9. Downstream Transportation and Distribution		
In this document, the environmental impacts associated with Downstream transportation and distribution are reported, derived through a rigorous mathematical modeling of the shipments executed during the reporting period. The cumulative calculated impact for the financial year amounts to 2,929 † CO₂ eq. The analysis of this logistical carbon footprint reveals that air freight accounts for 68% of the total emissions within this category. This significant proportion is structurally driven by the specific logistical planning of the company's clients, which necessitated scheduled air transport solutions for deliveries destined for the East Asian markets. All impact calculations were performed strictly applying the emission coefficients provided by the UK Government GHG Reporting Conversion Factors 2025. Through the continuous adoption of the DHL GoGreen Plus service and its insetting mechanism based on Sustainable Aviation Fuel (SAF), the environmental impact of express shipments was actively mitigated, resulting in a verified emission reduction of 18.55 ton CO₂eq. equivalent to 9.52%		
		
Downstream Transportation		2,929 † CO ₂ eq
Air Express Distribution		176.28 † CO ₂ eq.
12. End-of-Life Treatment of Sold Products		
Disassembling ad Sorting		294.10 † CO ₂ eq.
Transport to recovery/disposal		23.60 † CO ₂ eq.
Final Disposal		3120 † CO ₂ eq.

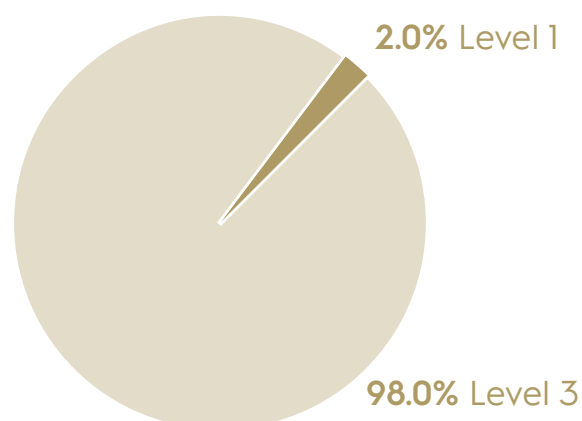
Responsible chemical management

Production chemical management and product chemical compliance constitute the foundational pillars of Manteco's sustainability policy. Consolidating its commitment to the 4Sustainability® Chemical Management Protocol, in 2025 Manteco successfully mapped and qualified its supply chain, achieving the Advanced level.

Chemical risk management regarding recycled raw materials requires a distinct methodological approach. In this context, a fully predictive management system is not technically feasible due to the intrinsic heterogeneity of the input materials, characterized by diverse origins, varying production periods, and differing dyeing or finishing histories. While rigorous statistical sampling ensures analytical results are representative of the entire batch, the theoretical variability of individual fibers necessitates a stringent control protocol. Consequently, Manteco applies the Precautionary Principle, systematically performing chemical testing upon receipt of recycled wool to verify strict compliance with worldwide mandatory regulations and brand PRSLs (Product Restricted Substances Lists).

Furthermore, in 2025 Manteco attained the ZDHC® Supplier to Zero – Progressive level. The integrated management of analytical data is conducted through the proprietary MData® software, which enables comparative performance verification of individual parameters. This structured data organization provides Manteco with granular visibility over its supply chain, establishing a factual, circumstantial basis for driving continuous product quality improvement.

Below the Wet facilities Supply Chain chemical inventory



**United Nations (UN), "RIO Declaration on Environment and Development," 1992. The principle states, "In order to protect the environment, States will broadly apply, according to their capabilities, the precautionary approach. Where there is a risk of serious or irreversible damage, the absence of absolute scientific certainty should not serve as an excuse for postponing the adoption of cost-effective measures directed at preventing environmental degradation."*

Value chain chemical inventory



Regarding production inputs, the **Casentino Lane** facility utilized **84840 kg** of textile auxiliaries during the process. All auxiliaries employed are either listed in the **ZDHC® Gateway**, ensuring high-level chemical compliance.



Water stewardship

Water footprint assessment

With this edition of the report, Manteco introduces the reporting of its Water Footprint. In strict consistency with the methodology applied to the Carbon Footprint (Scope 3), this assessment is derived using the same validated mathematical model based on Manteco’s certified Environmental Product Declarations (EPD®). By applying impact data calculated according to ISO 14046 (Water Footprint) and verified within the EPD® system (ISO 14025), Manteco quantifies the Water Scarcity Footprint associated with its production volumes. This approach ensures that water impact data is not merely estimated, but is methodologically aligned with the rigorous, third-party verified standards used for climate reporting.

The analysis adopts a Cradle-to-Gate system boundary, focusing exclusively on Purchased Goods and Services plus upstream transportation and distribution. This choice reflects the materiality of water impact in the textile industry, which is primarily concentrated in upstream raw material extraction rather than in direct operations or logistics. The core metric is the Water Deprivation Potential (WDP), calculated via the AWARE (Available Water Remaining) model and expressed in m3 world eq. deprived. This indicator weights volumetric consumption against local water scarcity, transforming quantitative measurement into an assessment of the actual environmental stress generated within the sourcing watersheds. This static inventory, derived from third-party verified EPD®, ensures a consistent and transparent baseline for monitoring the deprivation potential associated with Manteco’s fabric production.

Total Water Footprint 2024: 19832k m3 world eq. deprived

Direct Consumption

The production activities within the reporting perimeter generate negligible industrial water demand. Water withdrawals are primarily attributable to domestic use and, to a limited extent at the Casentino Lane facility, for the dilution of spinning auxiliaries. The table below presents the comparative trend of water withdrawal over the last three years:

	2023	2024	2025
Total water used m³	1,651	1,535	2,270

During the accounting year, water overconsumption occurred because of major renovation construction work. While Manteco does not generate direct industrial wastewater , the wet processing carried out by the MSystem supply chain is strictly governed. Wastewater is conveyed to and treated by the G.I.D.A. Consortium (Gestione Impianti Depurazione Acque). This centralized infrastructure represents a unique asset for the district: ensuring not only full compliance with environmental discharge limits but actively contributing to circularity. Through its advanced purification treatments, G.I.D.A. allows for the recovery of a significant portion of treated water, reintroducing it into the industrial cycle via a dedicated industrial aqueduct, thereby reducing pressure on aquifer resources.

www.gida-spa.it

Waste

As part of its Zero Waste policy, Manteco pays great attention to the management of its ordinary waste. All waste is reported in accordance with Italian legislation and handled by authorized companies.

Produced waste (kg)

	2024	2025
Textile Waste	139,130	113,550
Toner	243	245
Plastic Packaging	6,910	2,520
Metallic Packaging	3,640	10,970
Wood	//	7375
Mixed Packaging	//	6210
Construction waste	//	1080
Plastic Crates	2,457	2,457
Computer + Printer	60	3,620

Waste are 3.1% of the total processed material.





⁵A new classification has been introduced. Therefore, comparison with previous years is not available.

Raw Materials

The industrial manufacturing of Manteco textiles is sustained by a rigidly controlled procurement architecture for fibers and yarns. To substantiate all environmental claims with verifiable data and guarantee absolute supply chain traceability, the sourcing of raw materials is systematically anchored to objective, internationally recognized certification frameworks.

The company's material matrix is structurally organized around the following verified supply chains:

- **Recycled Fibers:** The acquisition of secondary raw materials is systematically validated through the Global Recycled Standard (GRS) and Recycled Content Standard (RCS), ensuring a technically verified chain of custody for all mechanically recycled inputs.
- **Virgin Wool:** As detailed in previous sections, the procurement of virgin animal fibers is strictly governed by advanced animal welfare and land management protocols, requiring either Responsible Wool Standard (RWS) certification or structurally verified No-Mulesing supply chains.
- **Cellulosic and Bast Fibers:** The product portfolio is further diversified through the strategic integration of low-impact technical fibers. This encompasses European Flax[®] certified linen and FSC[®]-certified Viscose, with the latter strictly sourced from producers that have achieved the top-tier "Green Shirt" rating within the CanopyStyle audit framework.
- **Cotton Framework:** Cotton inputs are rigorously regulated through certified agronomic and circular standards, specifically utilizing recycled cotton, organic cotton, and materials compliant with the Better Cotton Initiative (BCI)

	2023	2024	2025
Total raw material and yarns purchased (kg)	5,223,871	4,875,342	4,409,876
Raw material and yarns with sustainability certification (kg)	2,403,954	2,876,451	2,844,370
Raw material and yarns with sustainability certification (%)	46.0%	58.9%	64.5%
Raw material with recycled material characteristics (kg)	1,724,434	1,867,255	1,635,244
Raw material with recycled material characteristics (%)	32.9%	38.3%	37.1%



Packaging

For product packaging, the company primarily uses plastic film as well as paper and cardboard materials. To improve reporting, the company has decided to classify packaging materials according to the categories defined by the CONAI Environmental Contribution, so that different types of packaging can be grouped based on clear verification indicators.

Plastic						
Range	2024		2025		Eligible for sorting and recycling	Circuit
	Kg	%	Kg	%		
A1	//	//	//	//	Yes	Trade and industry
A2	27,983	96.2%	37,255	76.7%	Yes	Trade and industry
B2	196	0.7%	152	0.3%	Yes	Domestic
C	915	3.1%	11,145	30.0%	No	
Total	29,094		48,552			
Paper						
	2024			2025		
	11,435 Kg			10,525 Kg		

26,027 kilograms of polyethylene film (LDPE) used to package fabric rolls for shipping are have a 30% of recycled content.



Industrial symbiosis

As part of its strategic commitment to extending circular economy frameworks beyond the traditional textile perimeter, Manteco has operationalized a cross-industry partnership with the German manufacturer Gmund Paper. This collaboration engineered the development of a highly specialized premium paper, formulated exclusively from secondary raw materials. The technical composition of this substrate integrates 50% cotton linters and 50% residual cotton fibers.

Crucially, these residual fibers are systematically intercepted and recovered directly from the highly controlled Italian spinning facilities responsible for producing the yarns utilized in Manteco's 100% Made in Italy textiles. By optimizing the recovery of inherent manufacturing by-products before they exit the production loop, Manteco successfully transitions what would otherwise be unprocessable textile waste into a high-performance, tactile material for the luxury packaging and publishing sectors. This industrial symbiosis validates the company's capacity to scale its material regeneration protocols, establishing a measurable benchmark for cross-sector waste valorization.

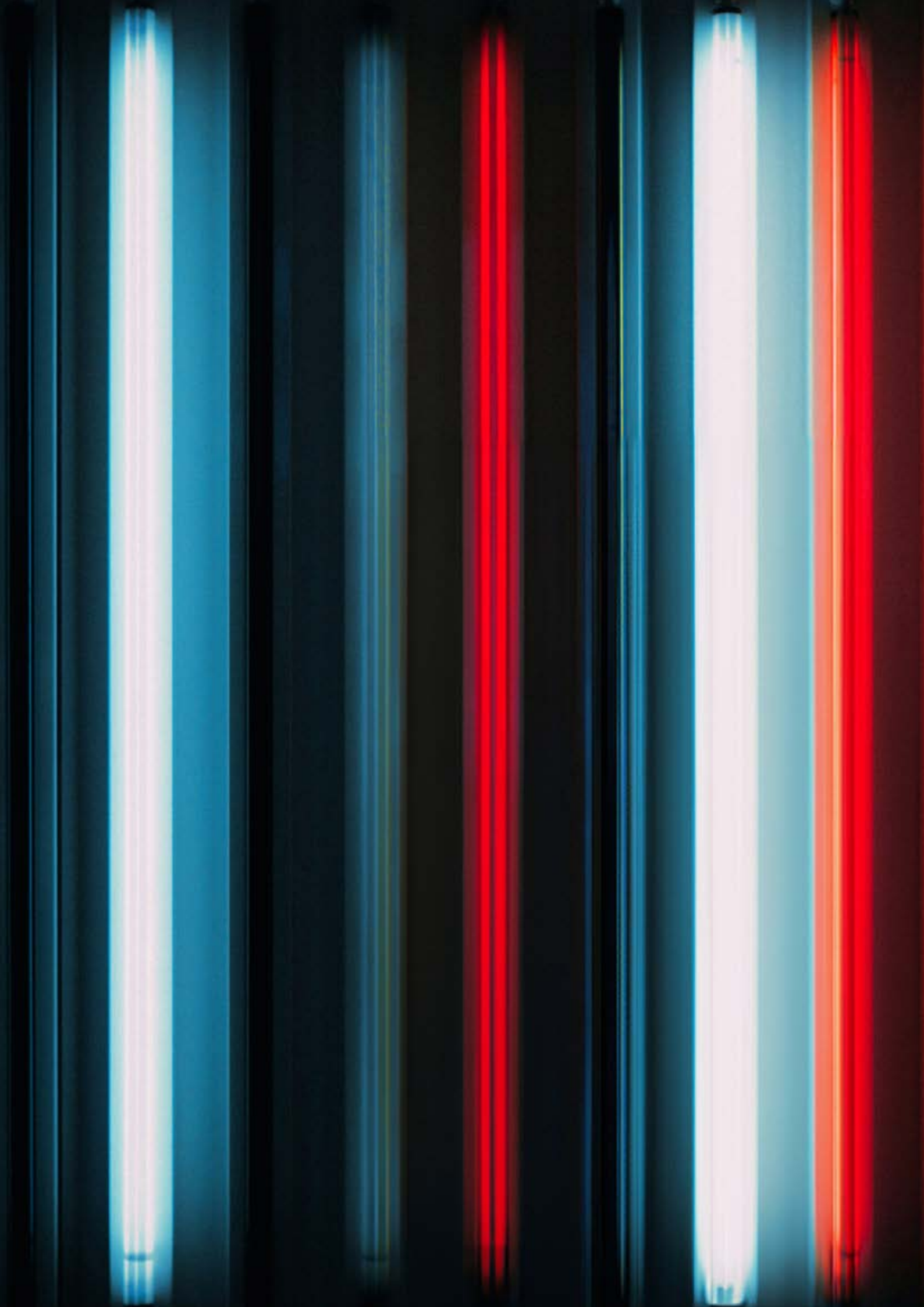
GMUND



MANTECO®



MANTECO®
for
RESEARCH



R&D

Manteco's Research and Development (R&D) framework is structurally founded on three core metrics: advanced design engineering, technical product performance, and rigorous responsible production protocols. Textile innovation represents the primary vector of corporate R&D, executed through a systematic operational integration between the Creative Department and the Sustainability Department, ensuring that all new developments strictly comply with eco-design principles.

Intellectual Property and Asset Protection to secure its industrial innovations and safeguard the authenticity of its output, Manteco manages a comprehensive Intellectual Property (IP) portfolio. As of the current reporting year, the company's proprietary assets include:

- 36 patents and patent applications protecting proprietary industrial processes.
- 50 registered designs (35 of which are specifically related to textiles), establishing legal coverage for a total of 10,508 protected fabrics.
- 73 registered trademarks, strategically distributed across multiple jurisdictions: 31 Italian, 17 European Union (EUIPO), 10 United Kingdom (UKIPO), 10 foreign national, and 5 international trademarks under the WIPO Madrid System (encompassing 57 designations across contracting parties).

This extensive IP infrastructure functions as a strategic risk-mitigation tool for B2B partners, guaranteeing the legal protection, exclusivity, and authenticity of the premium materials supplied. Furthermore, Manteco extends its value proposition downstream by providing structured co-marketing support, assisting client brands in the accurate and compliant communication of garments featuring Manteco textiles.

Digital transformation and cybersecurity

Data architecture, high-speed information exchange, and blockchain protocols constitute the structural foundation of Manteco's intercompany B2B integrations. The company executes a continuous digitization policy, structurally embedding technological innovation into its core business model through proprietary systems such as **MTrace** and **MData**, which ensure data-driven operational control and supply chain transparency.

The systematic digitization of the product portfolio, initiated in 2017, has generated a comprehensive digital archive effectively creating a "digital twin" for the entire textile production. This digital infrastructure optimizes B2B service efficiency by drastically reducing the lead times associated with physical sampling. Concurrently, the transition to digital fabric consultation serves as a direct impact mitigation strategy, structurally decreasing the Scope 3 environmental impacts linked to downstream express logistical shipments.

Given the high degree of systemic digitalization, cybersecurity is managed as a critical operational risk. To guarantee infrastructural resilience and business continuity, Manteco enforces rigorous IT protection protocols through continuous, structured partnerships with specialized cybersecurity firms, safeguarding all corporate IT assets and ensuring strict data integrity against emerging vulnerabilities.



Academic research

In 2025, Manteco achieved a new significant scientific milestone through its ongoing collaboration with the University of Leeds (LITAC). The joint research, published in the peer-reviewed journal *Sustainable Materials and Technologies*, systematically investigated the closed-loop mechanical recyclability of woven fabrics containing recycled wool. [Sustainable Materials and Technologies](#)

While the previous scientific study focused primarily on the recyclability of M Wool[®] fibers derived from knitwear ([Cleaner Engineering and Technology](#)), this new research specifically addressed the recyclability of dense woven fabrics containing high proportions of M Wool[®]. The empirical data demonstrated that, although intensive industrial finishing processes such as fulling, brushing, raising, and calendaring induce some fiber breakage, the subsequent mechanical recycling of these woven fabrics retains an impressive average of 84% of the original fiber length.

The scientific conclusion robustly validates Manteco's circular model: woven fabrics containing M Wool[®] retain sufficient structural integrity to be mechanically recycled at least one additional time within a closed-loop system. Crucially, these rigorous findings allow Manteco to scientifically support and substantiate the recyclability claims of garments produced with its M Wool[®] fabrics, providing brand partners with evidence-based guarantees.

The strategic significance of this academic validation becomes evident when contrasted with the progressive saturation of global collection centers, which highlights a systemic industrial error: textile recovery is technically impossible without adequate structural and compositional quality at the source. The current overabundance of garments made from synthetic "intimate blends" and structurally weak fibers generates unprocessable materials. During mechanical processing, these synthetic impurities act as contaminants, while weak fibers simply disintegrate under stress, transforming potential resources into non-recoverable waste.

Mechanical recycling is not a modern theoretical concept, but an established industrial science codified over two centuries. However, this engineering process was originally designed to regenerate noble fibers, not to absorb complex, low-quality mixed waste.

To overcome this structural barrier, Manteco engineered M Wool[®] according to the principle of "recursive recyclability". As demonstrated by the University of Leeds data, true circular economy relies exclusively on the engineered purity and physical durability of the material. By guaranteeing that an already recycled fabric possesses the structural tenacity to withstand subsequent regeneration cycles, Manteco establishes a strictly data-driven, measurable model for closed-loop textile recovery.



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Beyond a second life: Mechanical recyclability of woven fabrics containing recycled wool

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ABSTRACT

Woven fabrics containing high proportions of post-consumer and/or post-industrial wool are manufactured for certain types of clothing, e.g. suiting, but their suitability for further mechanical recycling in a closed loop is not widely understood. Therefore, representative, industrially manufactured woven fabrics containing mechanically recycled post-consumer wool waste (2 % - 55 %), and post-industrial/process wool waste (6 % - 84 %) produced by the MWool® process were systematically studied, to determine levels of fibre breakage during textile processing and prospects for further recycling. The initial mean fibre length in woven wool fabrics was negatively correlated to the percentage retained mean fibre length after mechanical recycling, to a greater extent than in wool knitwear. In addition to fibre breakage in mechanical recycling, finishing of woven fabrics containing recycled wool to enhance fabric aesthetics and performance, using fulling, brushing, raising and calendaring processes also lead to fibre breakage. Due to the relatively short fibre lengths in the woven fabrics, subsequent recycling leads to breakage, but to a lesser extent (average retained fibre length of 84 %) than for recycled knitted fabrics (average retained fibre length of 72 %), even though the absolute mean fibre length of the woven fabrics is shorter than for knitted fabrics. However, woven fabrics containing MWool® recycled wool still have potential to be recycled at least once more as part of a closed loop system, before fibre breakage would necessitate diversion to other end-uses or waste streams. Innovative finishing methods that limit frictional forces on the fabric surface (instead of brushing or raising) are needed to preserve fibre length and improve the recyclability of woven fabrics containing recycled wool.

1. Introduction

Mechanical recycling of used wool clothing, or 'rags' into new fabrics suitable for clothing is an established industry operating in Europe for over two hundred years [1]. Based on the pioneering work of Benjamin Law in Batley, West Yorkshire, UK, separate processing routes were developed for shoddy, composed mainly of post-consumer wool knitwear and low twist yarns, and mungo from "harder" (i.e. higher density) fabrics such as woven tailors' offcuts [2,3]. While wool's closed loop recycling history is well documented, open-loop applications such as nonwoven mattress components and insulation have become industrially important to valorise wool waste, together with emerging applications in fibre-reinforced composites, architecture, waste water treatment, organic nitrogen fertiliser, regenerated keratin proteins, and others [4] and sources therein.

In today's wool recycling industry, waste wool is reclaimed from different sources. The principal waste streams are post-industrial, or process waste (e.g. yarn or cutting waste) and post-consumer (e.g. discarded clothing) [1]. Wool waste is recycled via wet or dry processes, depending on the fabric structure [5], to control fibre breakage during recycling. During mechanical recycling, fibres are frictionally restrained and subjected to tension within the fabric structure and by the feed rollers of the machine, while bending forces are applied as fibres interact with toothed or pinned rollers. This results in a degree of fibre breakage, with potential for morphological damage depending on the specific process configurations and settings. Similar conditions apply in opening and carding processes prior to staple yarn production [6,7].

Recycled wool is an important feedstock for the woollen yarn production system, and the making of new fabrics as part of fibre-to-fibre, closed loop recycling. To improve compatibility with woollen yarn

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During the current reporting year, a student from the Free University of Bozen-Bolzano conducted an academic thesis focusing on economics and sustainability in direct collaboration with Manteco. The company expresses full satisfaction in fostering such synergies, recognizing them as fundamental assets to facilitate knowledge transfer and integrate innovative perspectives within its operational framework.





MANTECO®
for
COMMUNITY



MANTECO YARN

MANTILLASSI COMPAGNIA TESSILE



Articolo	DETERO
Colore	
Filatura	
mat.prima imp.	
Kg.	875
Partita	625
Kg.mista	250
Data	09/07/20

Traceability and transparency

Traceability and transparency are fundamental pillars of sustainability. Tracing the supply chain allows a company to understand its complexity, strengths, and weaknesses. This is essential for leveraging strengths and implementing corrective actions where necessary. Improving traceability and transparency has become a priority for the apparel and footwear industry, as consumers, governments, and civil society demand responsible business practices and call on the industry to identify and address actual and potential negative impacts on human rights, the environment, and human health.

To manage supply chain traceability, Manteco has developed the MTrace software. This IT tool simplifies the verification of supply sources and subcontractor companies involved in order production.

In preparation for the entry into force of the Corporate Sustainability Due Diligence Directive (CSDDD), a traceability implementation was carried out during the reporting year by mapping yarn supplier companies. Particular attention was given to companies producing yarn through local trading partners. This activity has become an integral part of Manteco's business and will, over time, yield increasingly reliable results.

A Digital Product Passport service has been developed for Manteco's customers. For each fabric shipment, Manteco can generate a document listing the raw material suppliers and the subcontractors involved in the fabric's production. This service is highly useful and provided free of charge.



Supply chain partnership

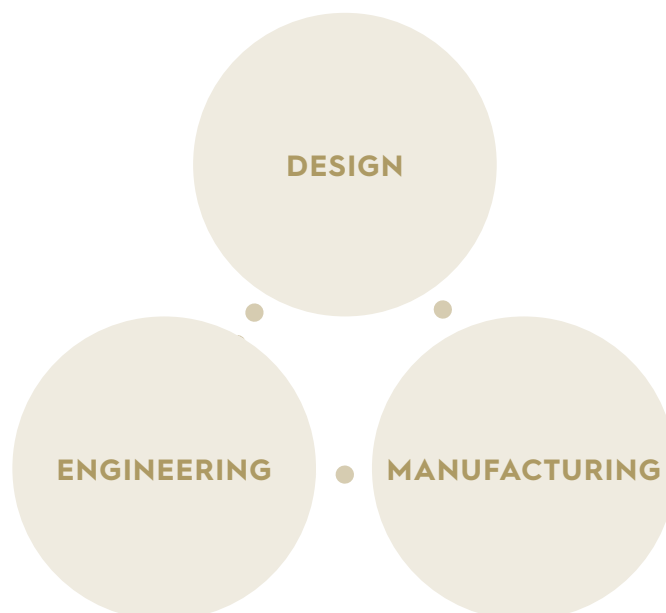
Manteco strategically manages its supply chain by establishing robust professional relationships with its network of subcontractors and suppliers. Recognizing that a finished textile is the outcome of highly coordinated, multi-operator workflows, the company developed MSystem.

The operational model is built on three equally weighted pillars: creativity (design), industrialization (Engineering), and craftsmanship (Manufacturing). The textile creation process requires precise design parameters, which are subsequently engineered and executed through artisanal techniques integrated into a scalable industrial framework.

The Manteco System guarantees the preservation of technical craftsmanship within standardized industrial operations. The intrinsic quality of the fabric relies on specific operational expertise and technical details cultivated in the field. Consequently, MSystem functions as an interdependent ecosystem of collaborating enterprises.

To optimize logistics and maintain strict oversight, MSystem partner facilities are situated within an approximate 10-kilometer radius of Manteco's headquarters. To enforce compliance and operational standards, the relationships within this network were formally codified in 2019 through the implementation of the Charter of Commitments for a Sustainable Supply Chain.

MSystem



Social Performance Evaluation: Methodological Evolution and Monitoring

The structural integration of social criteria within the MSystem is proceeding according to an incremental and scientifically rigorous approach. As outlined in previous reporting cycles, the transition from a traditional compliance system to an advanced multidimensional evaluation framework—based on the principles of Social Organizational Life Cycle Assessment (SO-LCA) and the well-being measurement model developed in collaboration with Royal Holloway University requires a complex phase of data engineering and metric calibration.

During this phase of methodological consolidation, field verification activities in the current reporting year were concentrated on a targeted analytical perimeter, totaling five formal audits among supply chain partners. This specific sampling is strictly functional for testing the robustness and applicability of the new indicators within real operational contexts. This approach ensures that future social standards do not remain mere theoretical statements but are consolidated as objective, measurable, and scalable assessment tools.

The definition of a proprietary social accountability protocol represents a long-term strategic pathway for Manteco. The company confirms its deliberate intention to proceed through iterative development phases, prioritizing the scientific solidity of the analytical construct over the acceleration of release timelines. This procedural rigor is deemed essential for implementing a resilient social governance model, entirely free from superficial compliance logic, and structurally aligned with the mandatory frameworks established by the enacted European Corporate Sustainability Due Diligence Directive (CSDDD).

Supply chain loyalty

To ensure consistent product quality, it is essential to maintain a loyal value chain. The supply of raw materials for Manteco yarns, purchased yarns, and the network of subcontractors supporting the Manteco System in fabric production account for over 80% of Manteco’s costs on average.

Manteco is a loyal and reliable customer, consistently honoring purchases and payments to its suppliers and subcontractors, and maintains excellent credit ratings. In the course of normal day-to-day interactions, suppliers and subcontractors are and will continue to be valuable assets for Manteco.

Local production

Manteco’s business model is local. MWool® is produced locally using pre- and post-consumer materials recovered worldwide. The performance of MWool® fabrics and their consequent recyclability are strongly influenced by the quality of the MWool® fibers. For this reason, Manteco strictly verifies the quality of recycled fibers directly with its partner suppliers.

	2020	2021	2022	2023	2024
Number of companies	45	37	32	32	33

Virgin wool for apparel production is not produced in Italy. To ensure consistent fabric quality, standardized fiber input quality is required; for this reason, Manteco always sources wool from the same suppliers.

Number of companies	2020	2021	2022	2023	2024
Italian	7	9	6	4	7
Foreign	16	16	13	10	9

Percentage of yarn purchases

As a result of the yarn production mapping carried out during the reporting year, the yarn purchase ratios were determined as shown in the table below.

	2024	2025
Local Production	14.3%	14.3%
Italian Production	22.7%	33.1%
European Production	22.0%	11.3%
Extra-CEE Production	40.8%	41.3%

The volume of purchased yarn accounts for 20% of all purchased raw materials.



Manteco Academy

Design is one of the foundations of circular fashion. The decisions made at the design stage determine what can happen to a garment at the end of its life. When designers are not equipped with an understanding of circular principles and the rules that govern them, recycling and regeneration become more complex, requiring additional steps, processes and resources that could have been avoided from the beginning.

At Manteco, we believe that the savoir-faire and knowledge gained over decades must be passed on to future generations. Since 2018, through our Manteco Academy project, we have made significant investments in training fashion students worldwide. Our goal is to equip tomorrow's designers with the knowledge and tools to apply circular principles from the very beginning of the design process, so that the products they create are designed with their future recyclability and regeneration already in mind.

The Academy is also a two-way exchange: while sharing our knowledge and experience, we are continually inspired and challenged by the ideas and perspectives of the next generation of designers.

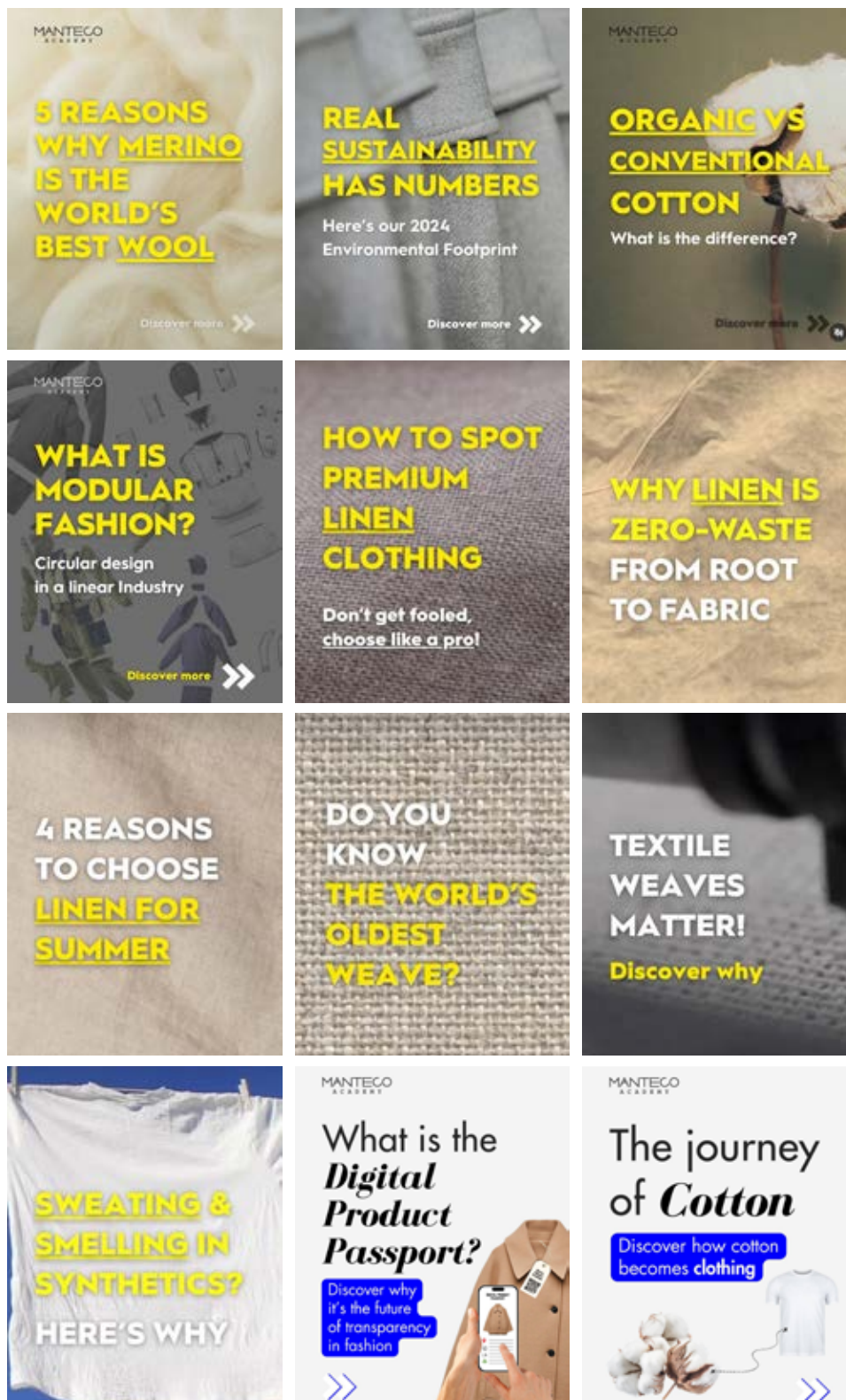
[Link Manteco Accademy](#)

At Manteco, we believe that learning is a continuous journey fueled by curiosity. That is why, in 2021, we launched our blog: a space dedicated to sharing knowledge and exploring the intersection of textiles, innovation and circularity.

[Link Manteco blog](#)

In 2025, the following carousels were posted on our social media platform:

To make this content accessible and engaging for everyone, each article is transformed into simplified, visual carousels for Instagram, Facebook, and LinkedIn, bringing meaningful conversations on sustainability to a wider digital audience. In 2024, the following carousels were published on our social media platforms:



Through the Manteco Academy project we have made our commitment to The Sustainability Pledge from UNECE

To improve sustainable and ethical practices in the garment and footwear sector and support the transition to a less wasteful and more circular economy. The Sustainability Pledge is a series of policy recommendations, guidelines and standards that enable industry actors to authenticate their sustainability claims. Companies, governments, and other organisations can commit to implementing these UNECE-brokered solutions and declare their actions by signing up to The Sustainability Pledge.

[The Sustainability Pledge.](#)

In addition to education, we also provide our fabrics, or other textile materials, for fashion contests.

Since 2021, we have established the “Manteco Sustainability Award”. It is a fashion contest for all those students who want to test their commitment to responsible practices. Each student must present a capsule collection project and explain the reasons why it is in line with this design philosophy. Manteco evaluates all the projects by considering the following points: choice of raw materials, design and look. All of this by giving most importance to the recyclability and subsequent impact of the presented collection.

In 2025, we achieved some great results:

28

partner schools
and universities
we collaborated with

685

students welcomed
for educational field
trips in our company

1160

fashion students
educated on sustainable
and circular fashion

6

Manteco Sustainability
Awards arranged
with students

3123

meters of fabric supplied
to schools

But there is more, in 2023, we also arranged educational visits, webinars and in-person lessons with numerous brands, sharing with their employees our knowledge about sustainability and circular economy.

Collaborations

Strategic partnerships within the industrial supply chain can operate as active vectors for structural social welfare. The initiatives developed alongside Dynamo Camp and Coloriage exemplify functional frameworks where manufacturing capabilities are engineered to generate measurable community support and social equity, prioritizing tangible socio-economic output over mere commercial objectives.



Dynamo Camp®

Dynamo Camp is a philanthropic organization dedicated to providing specialized Recreational Therapy programs for children afflicted by severe or chronic medical conditions. The facility operates entirely free of charge, structurally designed to support both the pediatric patients and their respective family units through highly monitored, inclusive environments.

The synergy established with its apparel branch, Dynamo The Good Company, functions as a direct funding mechanism rather than a standard commercial co-branding effort. The operational model dictates that the economic value generated by the joint manufacturing activities is systematically reinvested into the Camp's health-care and recreational infrastructure. The primary social benefit of this financial architecture is quantifiable: it guarantees continuous, zero-cost access to therapeutically engineered programs that actively mitigate the psychosocial stress and isolation associated with prolonged medical treatments, thereby delivering structural and psychological assistance to vulnerable families.



Coloriage[®]

Coloriage is a social enterprise and ethical tailoring workshop structured to facilitate the socio-economic integration of migrants, asylum seekers, and individuals facing systemic vulnerabilities. The organization utilizes professional artisanal training and fair labor practices as primary tools for economic emancipation and social inclusion.

The collaborative framework established with Coloriage represents a functional model where environmental circularity directly drives social accountability. By utilizing recovered secondary raw materials the partnership provides a high-quality material platform for the workshop's artisanal operations. The core social advantage lies in workforce empowerment: the integration of industrial textiles with traditional West African fabrics operationalizes intercultural dialogue and provides tangible employment opportunities. This strategy validates an enterprise model where supply chain optimization is systematically linked to the ethical valorization of marginalized demographics, transforming textile recovery into a measurable tool for social equity and professional integration.



MANTECO + LIBERTY

100% WOOL

DESIGNED IN LONDON

Arts & Culture

Within Manteco's corporate framework, artistic heritage is operationalized as a strategic vector to advance circular design, cultural preservation, and material research. Presented at Milano Unica in February 2025 to coincide with Liberty's 150th anniversary, Manteco established a high-level collaboration with the historic British design house Liberty Fabrics. This partnership was strategically selected to synthesize two centuries of textile excellence, engineering a direct nexus between archival fine art and advanced circular material engineering.

The collaboration is fundamentally grounded in art history, systematically reinterpreting iconic motifs from Liberty's extensive creative archive across five major artistic pillars:

- **Arts & Crafts:** Archival designs heavily influenced by William Morris's botanical discipline—such as *Standen Vine* (1879), *Willow Wood* (1877), and *Montgomery Day*—were translated into fine linear drawings, capturing the movement's foundational principle of integrating natural forms into decorative arts.
- **Art Nouveau ('Stile Liberty'):** Reinterpreting motifs that historically established the movement in Europe—including René Beauclair's 1902 *Ianthe* pattern—the collection applies refined, low-color palettes and monochromatic line-work to highlight sinuous, organic compositions.
- **Nostalgic Florals:** Classic ditsy and meadow florals from the 1910s and 1930s (such as *Poppy Valley* and *Daisy Clash*) were meticulously redrawn using expressive brushstrokes and fluid gouache techniques to evoke painterly depth.
- **Bohemian Camouflage:** Utilizing natural landscapes as vehicles for abstraction, historical scarf prints from 1968 (e.g., *Peony Parade* and *Prospect Path*) were dramatically enlarged and cropped into graphic, fluid, camouflage-like abstractions.
- **Eastern Craft:** Incorporating Japanese *ukiyo-e* woodblock and minimalist aesthetics from Arthur and Emma Liberty's 1889 expeditions, designs like *Royal Stitch* and *Bloom Silhouette* explore trompe-l'œil gold embroidery and photographic studies of transient botanical forms.

To honor these artistic movements without compromise, Liberty's motifs were re-engineered to interact directly with the natural, undyed Recype[®] color matrix of Manteco's MWool[®] fabrics. The artistic transfer was operationalized through state-of-the-art digital printing technologies and low-impact pigments. The project demonstrates how archival art preservation and responsible circular manufacturing can converge into a unified luxury paradigm.

Sport

In the reporting year, Manteco continued to be the main sponsor of the Tennis Club Bisenzio.





MANTECO®
for
PEOPLE

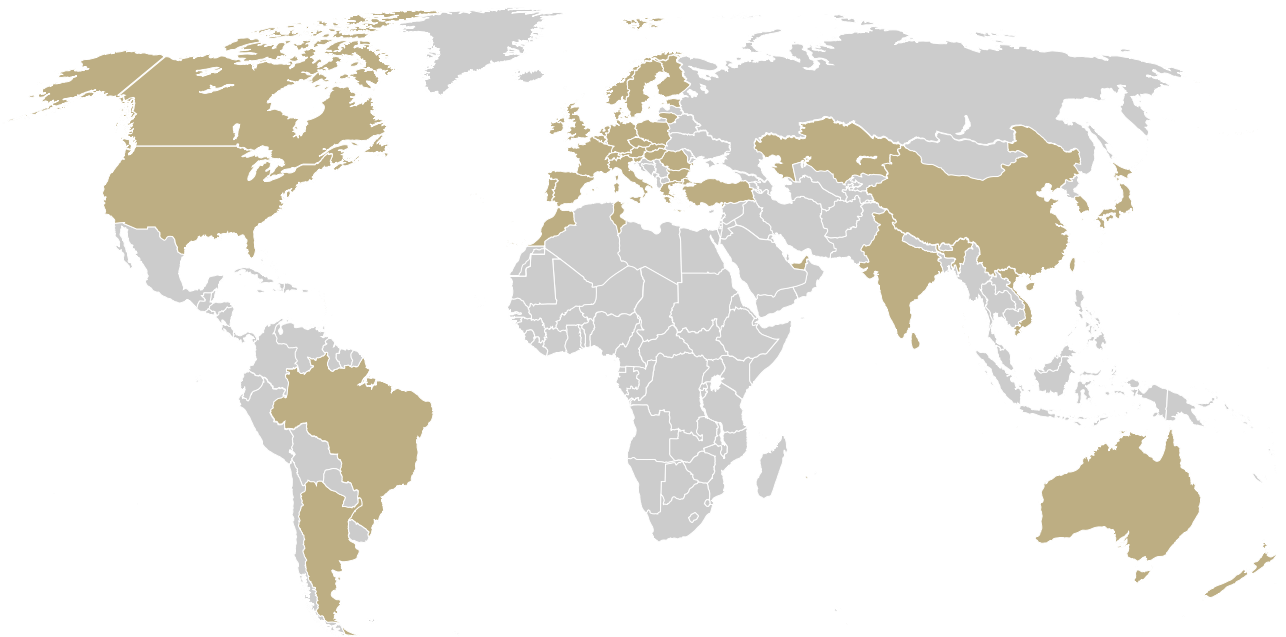
Highlights

Manteco primarily works with fashion brands in the international market. Specifically, the company produces fabrics used by fashion and apparel brands to create garments for men, women, and children.

Below is an overview of Manteco's clients and their geographical distribution.

Total customers	
2024	2025
895	904

Served countries	
2024	2025
37	39



Production Volumes

	2024	2025
Total quantity produced	6,549,922 m	6,125,343 m

Production volumes are referred to the meters sold.

Distribution of value among stakeholders

The financial performance metrics for the current reporting period, inclusive of a direct comparative analysis with the previous fiscal year, are detailed below. The analytical framework is structured to transparently map the redistribution of the generated economic value (Consolidated Production Value) across key stakeholder categories. This strategic allocation encompasses:

- **Personnel:** Remuneration and corporate welfare.
- **Supply Chain:** Procurement of essential industrial goods and services.
- **Public Administration:** Fiscal contributions and taxes.
- **Community:** Targeted investments, donations, and sponsorships.
- **Corporate & Shareholders:** Profit distribution, financial provisions, asset depreciation, and capital investments.

This analytical breakdown, derived from a rigorous reclassification of statutory income statement items, accurately reflects the enterprise's operational footprint and explicitly delineates the financial priorities required to execute its sustainability objectives.

Scope of Financial Reporting, the economic data disclosed in this document is strictly based on the aggregated financial metrics of the Group's primary operating entities: **Manteco SpA** and **Casentino Lane S.r.l.** This specific consolidation perimeter was structurally selected to guarantee a precise, focused, and methodologically sound representation of the Group's core industrial activities.

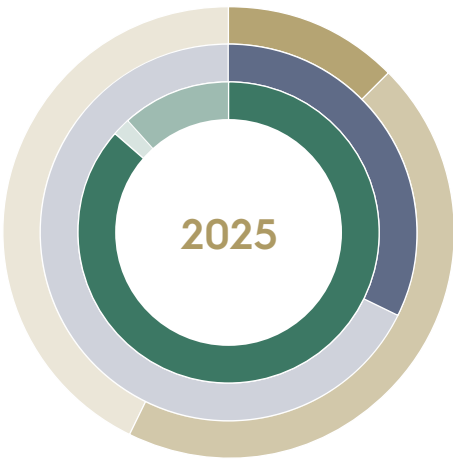
Direct economic value generated and distributed (Euro)			
	2024	2025	Variation %
DIRECT ECONOMIC VALUE GENERATED	87,127,894	92,374,248	5.7%
Revenues	84,478,018	84,007,794	-0.5%
ECONOMIC VALUE DISTRIBUTED	73,067,690	82,260,524	11.2%
To suppliers	58,844,787	66,127,127	11.0%
To employees (wages and benefits)	6,164,923	6,355,646	3.0%
To credit institutions	190,339	173,418	-9.7%
To shareholders	4,270,000	5,813,300	26.5%
To Public Administration	3,517,062	3,713,131	5.3%
To community	50,579	77,842	35.0%
ECONOMIC VALUE RETAINED	14,060,204	10,113,724	-39.0%

In 2025, Manteco invested 3,386,978 Euro in Research & Development to develop new styles and circular economy projects (3,484,042 Euro in 2025).

Philanthropy is included in the Economic Value Distributed to the community.

Workforce

Within the reporting perimeter, the total number of employees in the reporting year was 98, with 5 herings and 3 resignations. The average age is 42 years.



Age Group

14.3%	14	x <30 years old
44.9%	44	30 years old < x < 50 years old
40.8%	40	x > 50 years old

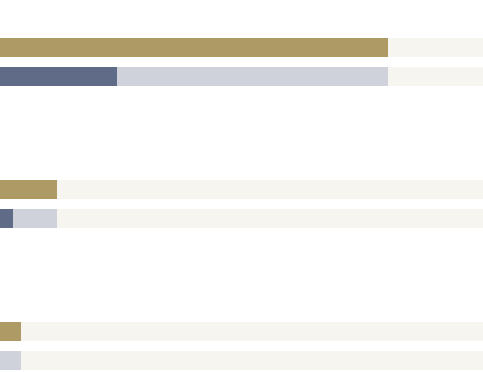
Gender

32.6%	32	Women
67.3%	66	Men

Nationality

89.7%	88	Central Italy
2.1%	2	EU
8.2%	8	Extra EU

PERMANENT AND FIXED CONTRACT BY GENDER

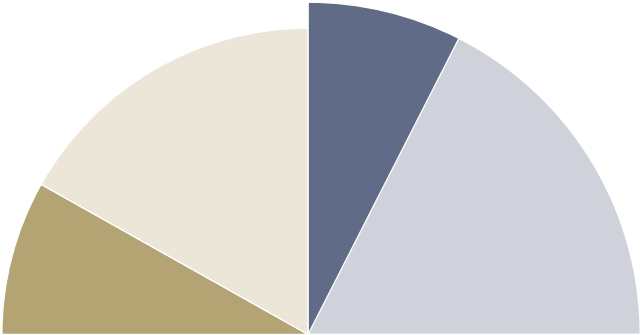


Permanent	84	People
28.6%	24	Women
71.4%	60	Men
Fixed-Term	14	People
28.6%	4	Women
71.4%	10	Men
Internships	1	People
0%	0	Women
100%	1	Men



Full-Time	91	People
28.6%	26	Women
71.4%	65	Men
Part-Time	7	People
85%	6	Women
15%	1	Men

JOB CATEGORY		
White Collar	46	People
32.6%	15	Women
67.4%	31	Men



JOB CATEGORY		
Blue Collar	52	People
32.7%	17	Women
67.3%	35	Men

	2023	2024	2025
Total employees	67	96	98
By work typology			
Administration, Commercial, Technical	42	46	46
Production, Stock and Logistic	25	50	52

Managed emergencies

In line with the previous year, no environmental emergencies related to the company's production processes occurred in 2025. Additionally, no such reports were received from processes outsourced by Manteco.

The company has not identified any non-compliance with environmental laws or regulations.

Internal Training

To enhance transversal skills, Manteco organizes systematic training for blue-collars on ESG criteria and their application within the company's sustainability policy.

In 2025 all blue-collars have carried out 8 hours of training about ESG criteria.

Every new hired is properly educated accordingly to internal ESG in accordance with internal training plans.

Manteco conducts health and safety training in the workplace in compliance with legal requirements, ensuring that all workers are trained according to their specific duties.

Average number of training hours (both voluntary and mandatory) per employee per year:

	2023	2024	2025
Total	13.8	8.5	11.3
Women	12.4	9.3	9.6
Men	14.2	10.7	10.5



Health & Safety

Manteco identifies health and safety-related risks through an external RSPP appointed by the Board of Directors. Safety risk management is the company's direct responsibility, while health-related risks are monitored by the competent physician appointed by the Board. The RSPP manager conducts semi-annual safety inspections, while employee health inspections are carried out annually.

Consistent with a high risk of specific occupational diseases.

Parental Leave			
	2023	2024	2025
TOTAL EMPLOYEES WHO HAVE BENEFITED	0	1	1
Women	0	0	1
Men	0	1	0
BACK TO WORK EMPLOYEES AFTER PARENTAL LEAVE	0	0	1
Women	0	0	1
Men	0	1	0
STILL EMPLOYED 12 MONTHS LATER BACK TO WORK	0	1	0
Women	0	0	1
Men	0	1	0
RATE OF RETURN TO WORK	0	1	0
Occupational illnesses - employees			
Number of deaths	0	0	0
Number of injuries with serious consequences	0	0	0
Number of recordable work accidents	0	1	0
Occupational illnesses - subcontracted workers			
Number of deaths	0	0	0
Number of injuries with serious consequences	0	0	0
Number of recordable work accidents	0	0	0

Human capital optimization and welfare infrastructure

As an integral operational vector of the MantEco for Planet® sustainability architecture, the company systematically deploys corporate welfare protocols engineered to optimize workforce efficiency, operational cohesion, and overall employee satisfaction. To quantitatively monitor these objectives, Manteco executes the specific Welfare Plan 2020–2025. This calibrated framework defines strict methodological timelines to assess the efficacy of workplace climate interventions and retention strategies, ensuring uniform implementation across all personnel categories.

The corporate structure operates in absolute adherence to national labor frameworks, guaranteeing that 100% of the workforce is formally represented under the Textile and Apparel National Collective Labor Agreement (CCNL).

Regarding compensation equity, Manteco enforces a strictly transparent, merit-based architecture for both remuneration and professional advancement. While evaluating the gender pay gap necessitates complex, multivariate analyses—strictly factoring in job classification, seniority, tenure, and role-specific operational parameters—current data validation confirms the definitive absence of unjustified systemic discrepancies between genders. All contractual agreements and career advancement trajectories are governed by standardized, objective criteria, ensuring uncompromising pay equity and equal opportunity throughout the organizational infrastructure.

Ethical compliance and anti-discrimination framework

Within the operational perimeter of the MSystem project, Manteco strictly enforces its Charter of Values for Sustainability and the Charter of Commitments for the Sustainable Supply Chain. These binding regulatory protocols mandate an absolute zero-tolerance policy against any form of discriminatory behavior, establishing a standardized ethical baseline for both internal corporate operations and the extended supply chain network.

This comprehensive prohibition systematically covers the entire human resources lifecycle, encompassing talent acquisition, daily operational management, compensation structures, career advancement trajectories, dismissals, and retirement procedures. Personnel evaluation and management are engineered to rely exclusively on objective professional capability and technical experience. The framework explicitly neutralizes any bias related to race, religion, age, social origin, gender, political affiliation, or any other personal conditions unrelated to the effective performance of duties.

Validating the structural efficacy of these uncompromising compliance protocols, Manteco officially recorded zero reports of discriminatory incidents during the 2025 reporting cycle.

Fight against discrimination

Manteco's Charter of Values for Sustainability and the Charter of Commitments for the Sustainable Supply Chain, signed as part of the Manteco System project, prohibit any form of discriminatory behavior. Manteco and its supply chain commit to not practicing discrimination in the recruitment or management of personnel-including salary, career advancement, dismissals, and retirements-based on race, religion, age, social origin, gender, political opinions, or any other personal condition unrelated to experience or ability in performing duties.

Manteco does not tolerate discriminatory behavior at any stage of human resource management, from the selection process to daily work activities and voluntary resignations. In line with this policy, the company did not receive any reports of discriminatory incidents in 2024.

Membership

Manteco is enrolled in:

- **Confindustria Toscana Nord**
- **Sistema Moda Italia Federazione Tessile e Moda**
- **CID Consorzio Implementazione Detox**
- **Pratotrade**
- **R-Invest**

GRI content index

Statement of use	Manteco S.p.a. has reported in accordance with the GRI Standards for the period January 1, 2025 - December 31, 2025
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No applicable GRI Sector Standards

GRI Standard	Disclosure	Location (page number)	Notes/Omission
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-1 Organizational details	09	This report is about Manteco S.p.A. as presented in the financial statements of the company
	2-2 Entities included in the organization's sustainability reporting	15	
	2-3 Reporting period, frequency and contact point		This report presents the sustainability performance of the company and its subsidiaries between January 1 and December 31, 2025. Manteco S.p.A. reports annually. In case of questions about the sustainability work, please contact giuseppe.picerno@manteco.com
	2-4 Restatements of information		
	2-5 External assurance		This report has not been assured
	2-6 Activities, value chain and other business relationships	9-15,95,98, 109	
	2-7 Employees	110	

	2-8 Workers who are not employees	110	
	2-9 Governance structure and composition	22-27	
	2-10 Nomination and selection of the highest governance body	22-27	
	2-11 Chair of the highest governance body	22-27	
	2-12 Role of the highest governance body in overseeing the management of impacts	22-27	
	2-13 Delegation of responsibility for managing impacts	22-27	
	2-14 Role of the highest governance body in sustainability reporting	22-27	
	2-15 Conflicts of interest	22-27	
	2-16 Communication of critical concerns	22-27	
	2-17 Collective knowledge of the highest governance body	22-27	
	2-18 Evaluation of the performance of the highest governance body	22-27	
	2-19 Remuneration policies	22-27	
	2-20 Process to determine remuneration	22-27	

	2-21 Annual total compensation ratio		Omitted due to confidentiality
	2-22 Statement on sustainable development strategy	22-27	
	2-23 Policy commitments	11, 15	
	2-24 Embedding policy commitments	11,15, 31-39, 95, 98	
	2-25 Processes to remediate negative impacts		The governance structure and the managerial control system allow the company to monitor and remediate negative impact
	2-26 Mechanisms for seeking advice and raising concerns		Whistleblowing procedure
	2-27 Compliance with laws and regulations		There were no significant instances of non-compliance with laws and regulations and no fines were paid during the reporting period
	2-28 Membership associations	115	
	2-29 Approach to stakeholder engagement	31-36	
	2-30 Collective bargaining agreements	114	
MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	30-39	
	3-2 List of material topics	30-39	

CLIMATE CHANGE			
GRI 3: Material Topics 2021	3-3 Management of material topics	64-73	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	64-73	
GRI 304: Biodiversity 2016	304-1 Operational sites	53	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	67	
	305-2 Energy indirect (Scope 2) GHG emissions	73	
	305-3 Other indirect (Scope 3) GHG emissions	68, 69	
	305-5 Reduction of GHG emissions	43-51, 71	
PRODUCT LIFECYCLE MANAGEMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	43-58	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	77-79	
	301-2 Recycled input materials used	48, 79	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	74	
	306-2 Management of significant waste-related impacts	57-58, 74	
	306-3 Waste generated	74	

SUSTAINABLE SUPPLY CHAIN MANAGEMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	67, 79, 93-98	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	79, 81	Complementary to 301-1 Materials used by weight or volume reported under Product Lifecycle Management
	301-2 Recycled input materials used	79	Complementary to 301-2 Recycled input materials used reported under Product Lifecycle Management
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	93	
HUMAN CAPITAL DEVELOPMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	99-101, 110-115	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	110	
	401-2 Benefits provided to full-time employees	114	
	401-3 Parental leave	113	
GRI 404: Training and Education 2016	404-1 Average training hours per employee	111	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	113	
	403-2 Hazard identification, risk assessment, and incident investigation	113	
	403-3 Occupational health services	113	

	403-4 Worker participation, consultation, and communication on OHS	113	
	403-5 Worker training on OHS	113	
	403-6 Promotion of worker health	114	
	403-7 Prevention and mitigation of OHS impacts in the value chain	96, 97	
	403-9 Work-related injuries	113	
	403-10 Work-related ill health	113	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	114	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	114	
CORPORATE GOVERNANCE & ETHICS			
GRI 3: Material Topics 2021	3-3 Management of material topics	31-36	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices		No legal actions in 2025
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		No official complaints in 2025
PRODUCT QUALITY AND SAFETY			
GRI 3: Material Topics 2021	3-3 Management of material topics	69-73	







MANTECO®

FABRICS MADE IN ITALY SINCE 1943

WITH THE SCIENTIFIC CONTRIBUTION OF



Kompetenzzentrum für ökonomische, ökologische und soziale Nachhaltigkeit
Centro di Competenza per la Sostenibilità economica, ambientale e sociale
Competence Centre for Economic, Ecological and Social Sustainability

Sustainability Report 2025



MANTECO®

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